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DISCRIMINATION AGAINST WOMEN

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION

Initial and second periodic reports of States parties

CYPRUS

PREFACE

Cyprus ratified the Convention on the Elimination of All Forms of Discrimination against Women in 1985 by law No. 78/85.

The present report is the first to be submitted to the Secretary-General of the United Nations for examination by the Committee on the Elimination of Discrimination against Women (in accordance with the provisions of article 18) since the signing and ratification by Cyprus of the Convention. Therefore it should be regarded as the initial and second report updating the developments on the question of equality between women and men during the years 1985-1993.

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I. INTRODUCTION

A. 1960-1974

1. On attainment of its independence in 1960, Cyprus had all the symptoms of underdevelopment. The Government and people of Cyprus have worked hard ever since to achieve the highest possible economic and social development, with spectacular results. However, the fast and uninterrupted social and economic development which characterized the post-independence period was brought to an abrupt end by the invasion of Cyprus by Turkey in 1974.

2. In consequence, Turkey, by the use of force of arms, occupied and continues illegally to hold 37 per cent of the territory of Cyprus, an area which contributed 70 per cent of the country's gross output. One third of the whole population of the island was uprooted from their homes and peaceful occupations and became refugees in their own country.

3. Thus, the unprecedented progress and development of the island was interrupted and instead of further progress the people of Cyprus embarked on a struggle for their very survival.

4. Massive unemployment struck the economically active population, with detrimental effects especially for working women. As in most refugee situations, the heaviest burden falls on the shoulders of women who, on the one hand, have to strive to retain the cohesion of the family, severely hit by the uprooting, and, on the other hand, to make possible the adaptation to the host environment with the minimum of consequences on the upbringing of children and the continuity of the socio-cultural traditions.

B. 1975-1985

5. The beginning of the United Nations Decade for Women (1975-1984) found Cyprus to be confronted with huge social and economic problems created by the Turkish invasion and occupation of the northern part of the country.

6. The country, which still remains partly under occupation, had to shift its objectives and to undertake a tremendous effort for social and economic reconstruction, the primary aims of which were the provision of basic assistance to meet the minimum requirements for survival, the gradual rehousing and rehabilitation of the refugees and the reactivation of the economy.

7. These developments imposed a dynamic social policy. The State responded by applying various measures in order to alleviate the problems of living, housing and employment of the displaced. The expansion of social welfare services for the care of the children of working parents, mainly refugees, as well as the services for old people were of a profound importance. These measures relieved refugee women from their traditional responsibilities in the family and allowed them to take up employment outside the house and therefore to contribute to the family income.

8. Women were the first to be hit by unemployment and the last to recover. This is because it usually takes a long and arduous process until refugee women are once again on their feet and can adapt to the new conditions prevailing in the host environment. Rural as well as urban refugee women had to adapt to entirely new occupations, lifestyles and values.

9. The effort to reactivate the economy was so successful that within a few years the mass unemployment that occurred in the second half of 1974 was turned into a labour shortage. This was the outcome of the unprecedented growth that was achieved in those years. The reactivation of the economy was based largely on the growth of the clothing and footwear industries, which draw heavily on female labour. Thus, women, whose economic participation until then had been confined mainly to the agricultural sector, became an important source of labour for other industries as well.

C. Special attention to women's problems

10. At about the same time, as the more pressing problems brought about by the invasion were brought under control and as women's organizations were applying more pressure, attention began to be given to the problems that women were facing.

11. As a result, the first activities related to the United Nations Decade for Women took place in 1979. An interministerial committee was appointed to carry out studies of the position of Cypriot women in the labour force, education, law, their social position and the problems of rural women.

12. In the period 1979-1982, elaborate studies and research were carried out, with foreign technical assistance, regarding the role of women in the labour force.

13. Issues addressed in the research included the determinants of female labour force participation, the determinants of fertility, the degree of segregation of occupations according to gender, the earnings gap between male and female workers and the problems of working women.

14. In 1983, a national committee for the United Nations Decade for Women was established, chaired by the Minister of Justice with the participation of non-governmental organizations, for the purpose of identifying problems and making recommendations for the improvement of the status of women. The national committee was dissolved two years later, when the decade ended.

15. Public awareness of the specific problems of women was increasing during the decade. This awareness was, of course, partly brought about and enhanced by pressure being applied by women's organizations and trade unions, through which women were becoming more vocal in demanding equal treatment.

16. An important landmark, which resulted largely from pressure to give specific solutions to women's problems, occurred in 1983 when two law reform committees were established, one to deal with the modernization and the removal of discrimination against women in family law and the other to propose ways of

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safeguarding women's rights in the labour market with regard to maternity and equal pay. The work for both of these committees proved to be invaluable in the struggle for equality of women. Concrete action was taken to implement their recommendations, such as the Maternity Protection Law of 1987.

17. The Government of the Republic of Cyprus regrets that owing to the continuing occupation and effective control of 40 per cent of the territory of the Republic by the military forces of Turkey, the Government is unable to ensure the enjoyment of the rights recognized in the Convention and is prevented from applying its provisions to those living in the part of the island occupied by the Turkish troops. It should be noted in this respect that for the same reasons all information and data presented in the present report concerns the government controlled areas.

D. Ratification of the Convention

18. In 1985, Cyprus ratified the Convention on the Elimination of All Forms of Discrimination against Women by law No. 78/85, which was considered a very important step for the advancement of the status of women and the achievement of equality between women and men.

E. Impact

19. The ratification of the Convention has had a tremendous impact in the island.

20. The political will to promote women's rights has been strengthened. The Convention provides, ever since the ratification, the general framework of government policy in approaching women's issues.

21. It is worth mentioning that the development plan for 1989-1993 contains a special comprehensive chapter on women covering all areas of policy in accordance with the requirements of the Convention.

22. The major policy objectives are the elimination of all forms of discrimination against women, the change of social attitudes relating to gender roles and the promotion of the equal participation of women in all walks of life.

23. The ratification of the Convention had a positive impact on the public from an educational point of view and satisfied the long-standing demand by women's organizations. Since the ratification, non-governmental organizations have been working closely with the Government, mainly through the Permanent Central Agency for Women's Rights for the implementation of the Convention.

24. The Convention has also stimulated interest and activity in the promotion of legislative, administrative and other measures by individual ministries.

F. Progress

25. Since the ratification of the Convention, considerable progress has been achieved in relation to the status of women in Cypriot society, despite the serious political problems we are still facing.

26. This is mainly owing to the serious commitment of the Government to pursue the implementation of the Convention by promoting various measures and activities such as those set out below.

G. Legal measures

27. Legal measures include the following:

(a) Ratification of Convention No. 100 of the International Labour Organization (ILO) concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (law No. 313/87);

(b) Enactment of the law on equal pay giving effect to the provisions of the above-mentioned Convention (law No. 158/89);

(c) Enactment of the Law on the Protection of Maternity which provides for maternity leave of 12 weeks' duration for all employed women with full pay and nursing breaks and the protection of pregnant women from dismissal and from work which may be detrimental to them or their child's health (law No. 54/87 and No. 66/88);

(d) Law No. 199/87 amending the social security legislation introducing compulsory insurance for unmarried rural women above the age of 35;

(e) Law No. 26/88 amending the income tax legislation granting women the same rights as men regarding tax allowances and deductions;

(f) It is worth mentioning here that the first amendment ever to the Constitution was made in 1989, and has taken effect as from 1 January 1990, in order to facilitate the reform and modernization of our Family Law, bringing the existing legislation in line with the provisions of this Convention (law No. 95/89 on the first amendment to the Constitution);

(g) Amendment of the Constitution made possible the introduction of civil marriage as an alternative to ecclesiastical marriage, in cases where both parties to the intended marriage belong to the Greek-Cypriot Community, and also the setting up of special family courts to which relevant matters of family relations were transferred. Law No. 21/90 on civil marriage and law No. 23/90 on family courts deal with these issues;

(h) Law No. 216/90 on parental care granting both men and women equal rights and responsibilities regarding the exercise of parental care;

(i) Law No. 243/90 on the legal status of children born out of wedlock aiming at bringing our legislation in line with the provisions of the relevant European convention, which has been ratified by law No. 50/79;

(j) Law No. 232/91 on the property rights for spouses - alimony, aiming at granting equal rights and responsibilities to women and men with regard to the acquisition, administration and sharing of family property and the payment of maintenance by one spouse to the other spouse in the case of a separation or to the former spouse in the case of a divorce;

(k) The abolition of all discriminatory regulations of the Public Service concerning medical treatment, leave without pay, financial assistance to scholars and the rent subsidy in 1988.

28. There is also a number of bills which are in the process. There are:

(a) A bill on the adoption of children, which aims at bringing our legislation in line with the provisions of the European Convention on the Adoption of Children, which the Government of Cyprus intends to sign. Among the various amendments to be introduced by the new law is the abolition of the ecclesiastical adoption which under the existing law is a prerequisite for the conclusion of the adoption procedure;

(b) A bill on the setting up of special family courts for religious groups (Armenians, Latins and Maronites);

(c) A bill on the prevention of violence within the family and the protection of victims of violence.

H. Other measures

National machinery

29. The setting up as of May 1988 by a decision of the Council of Ministers of the Permanent Central Agency for Women's Rights, which is the national women's machinery to deal with all matters concerning women, satisfied a long-standing demand by women's organizations.

30. The Agency is composed of representatives of the Government and of women's organizations and is playing a very significant role in the formulation, coordination and monitoring of the implementation of the Convention. Its plan of action on women covers a broad spectrum of activities based on the provisions of the Convention.

31. The Agency has given emphasis to the education of the people and to that end it organizes seminars, meetings and public debates on such current issues as family law; protection of maternity/facilities for working parents; the role of mass media towards equality; problems of migrant women; and participation of women in political life.

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Employment

32. Programmes and measures have been put forward in order to remove obstacles preventing women from participating in the economic life and on the other hand assisting them to combine family and working responsibilities.

33. Besides the legislative measures, the Government has given emphasis to the expansion and improvement of child-care facilities so as to serve the needs of working parents. To that end, relevant studies have been carried out and the government budgetary provisions for subsidization of private and community child-care centres has been increased substantially.

34. In addition to the above, the Government has introduced vocational and training programmes especially designed for women, with positive results. These programmes include special training courses to attract young unemployed women in gaining basic skills covering existing needs of the local industry, mainly sponsored by the Industrial Training Authority, and programmes encouraging older women, mainly housewives, to enter or re-enter economic activity.

35. Problem areas in this field are the following:

(a) Child-care facilities, despite a significant expansion, are inadequate in many respects. This restricts women's participation in the labour market, as well as their pursuit of a career, as they are still considered to be mainly responsible for taking care of the children and the household;

(b) There is a high degree of segregation of occupations on the lines of sex, with women being concentrated in a narrow range of occupations, many of which are low-paid;

(c) Although the earnings gap between men and women is narrowing, women still earn, on average, considerably less than men. There is evidence that discrimination may be responsible for part of this gap, although other factors, such as differences in the occupational structure, qualifications and work experience, are also at play.

Education

36. The education level of the population in general is quite high, and girls enjoy more or less equal opportunities.

37. Moreover, education is considered instrumental in the efforts to change social attitudes with regard to gender roles. Therefore, policies in this area include the revision of text books and educational programmes in the direction of promoting equality, the holding of special seminars for teachers and vocational guidance counsellors on the equality of the sexes and the encouragement of more girls to participate in technical education, where their participation is now very low.

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Rural women

38. Rural women are considered to be a category with special problems, although they have benefited considerably from the various rural development programmes and they now have access to all basic social services. In rural areas, the House Economic Programme has been introduced, aiming at improving the status of rural women by promoting their role in the agricultural household and in farming and by encouraging them to deal with income-generating activities.

39. Policies for the advancement of rural women include the expansion of agricultural extension programmes and their adaptation to the special needs of rural women, the encouragement of rural women to participate in policy-making for the rural sector and the further improvement of social services in rural areas.

Health

40. Health is a field where substantial progress has been achieved. All women have access to public or private health care. The care of women during pregnancy and childbirth has been a priority of development in the health sector. As a result, the situation is now satisfactory, with infant mortality reduced to very low levels. Policies include the expansion and improvement of maternity and child health centres, especially in the rural areas, and the expansion of foetal pre-delivery tests and of information programmes on specific diseases and health hazards facing women, such as the early detection of cancer of the breast and of the uterus, smoking, acquired immunodeficiency syndrome (AIDS) etc.

I. Obstacles

41. The most serious obstacles encountered in the implementation of the Convention are the social attitudes and practices based on traditional and stereotyped ideas regarding the roles of men and women. Thus the changing of the mentality of the Cypriot people, both men and women, has become a priority issue in women's policies.

42. To that end, the Permanent Central Agency for Women's Rights is playing a very significant role trying to involve the mass media, the educational system and non-governmental organizations in a systematic and organized campaign on equality.

43. Another major obstacle, which is closely related to the above, is that the Family Law was deeply rooted in customs and tradition and was highly influenced by the laws of the church. The influence of the church hindered the evolution and modernization of the Family Law.

44. Since the amendment of article 111 of the Constitution, as a result of which matters of marriage and divorce are now governed by the laws of the State and not of the church, and because the jurisdiction of these matters has been transferred from ecclesiastical courts to special family courts, the doors are

now open for the State to conclude the reformation and modernization of the Family Law.

Present situation and problems

45. Although considerable progress has been made in relation to the status of women in Cypriot society, the traditional perceptions of the role of the woman as wife and mother, the inadequacy of child-care facilities and the discrimination against her obstruct her substantive and equal participation in all fields. In employment, a significant number of women do not enter the labour market or leave their employment, while there is a concentration of women in occupations that are regarded to fit their traditional role or for which they do not require a high level of education or technical training and that offer limited opportunities for occupational advancement. Housewives, who continue to represent a high proportion of women, face special problems. In education, the choices of young women reflect the belief that certain occupations are inappropriate for women and that a career is a secondary target for them. The participation of women in political life, especially in the high ranks where decisions are made, is very limited. There continues to exist discrimination against women in employment and family law. Rural women face particularly serious problems.

Current issues

46. The major policy issues currently under discussion which are of immediate concern to women are:

(a) A change in social attitudes regarding gender roles, in particular with regard to the caring of children;

(b) Provision of more child-care facilities that offer services in accordance with the needs of working parents;

(c) Equal opportunities for women in the labour market and equal pay for work of equal value (implementation);

(d) Problems of rural women.

(e) Revision of the Family Law.

J. Plans for the future

47. For the implementation of the Convention these measures are planned to be taken:

(a) In employment:

(i) Promotion of legislation for the implementation of the principle of equal remuneration for work of equal value;

(ii) Expansion of facilities for the care of children of working parents, with special emphasis on the promotion of private initiative, the creation of child-care centres in industrial and rural areas, the harmonization of the hours of operation of kindergartens and child-care centres with working hours and the promotion of arrangements for the care of primary school children in the afternoon and during the summer holidays. For that purpose, a comprehensive programme will be worked out;

(iii) Study of the possibility of introducing legislation for the prohibition of discrimination against women in matters of recruitment and promotion, within the framework of more general legislation against discrimination in employment and occupation, on the lines of ILO Convention No. 111 concerning Discrimination in Respect of Employment and Occupation;

(iv) Extension of the payment period of maternity allowance, from 12 to 16 weeks;

(v) Lowering of the retirement age of women in the Social Insurance Scheme from 65 to 63 years;

(vi) Study of the possibility for amending the Social Insurance Law so that in case of the death of an insured person the transfer of the pension to the surviving spouse will not be subject to discrimination on grounds of sex;

(vii) Preparation and implementation of regulations (based on the legislation concerning the protection of maternity) in connection with the prohibition of employment of pregnant women in dangerous tasks;

(viii) Promotion of part-time employment and of flexible working hours, in order to give more women the chance of participating in economic activity;

(b) In education, it is envisaged to implement the measures set out below, which will contribute mainly to the elimination of social prejudices concerning gender roles:

(i) Revision of school books and programmes so that they will promote the principle of equality between the sexes. In this context, the extension of the teaching of domestic science and family education to boys as well as girls will be promoted and the teaching of technology to children of both sexes will be introduced;

(ii) Holding special seminars for the information and awareness-raising of the teaching staff, especially of vocational guidance counsellors, on matters of gender equality;

(iii) Encouragement of more girls to participate in technical education, in both traditional and new specializations and programmes that will be introduced;

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(iv) Introduction of sex education in secondary education;

(v) Holding more postgraduate training programmes in Cyprus and during such hours that will enable working wives and mothers to participate. These programmes should be recognized as qualifications for purposes of occupational advancement. The organization of such programmes should be one of the priorities of the Cyprus University;

(c) The revision and updating of the Family law so that it conforms to modern perceptions and trends in family relations. Removing discrimination against women is a matter of priority. All provisions, laws and regulations that involve unequal treatment of women will also be revised;

(d) For the improvement of the status of rural women the following will be promoted:

(i) Expansion and readjustment of agricultural training and extension programmes in accordance with the special needs and problems of rural women, with a view to keeping them fully informed about modern technological developments in agriculture, developing their skills in additional economic activities and encouraging the creation of small cottage industries, agrotourism, etc., the gradual training of farmers, together with rural women, in basic matters concerning the rural family and ensuring that rural women will in fact be able to participate in these programmes;

(ii) Cooperation of competent government departments and farmers' organizations in encouraging the participation of rural women in the formulation of policy for the agricultural sector;

(iii) Improvement of the network of social services offered to rural women, especially in the sectors of health, by the expansion and reinforcement of maternity and child-welfare centres, and education;

(iv) Study of the possibility of extending the coverage of the Social Insurance Scheme to all rural women who are employed in agriculture;

(e) Other measures which will be implemented are:

(i) The formulation and implementation of a comprehensive programme of information and awareness-raising on the equality of the sexes. For this purpose, the competent public services will cooperate with women's organizations, within the framework of the Permanent Central Agency for Women's Rights;

(ii) The carrying out of an actuarial study on the provision of a pension to persons over a certain age, irrespective of whether they were insured or not, so as to cover housewives;

(iii) The provision of further information, especially to young people and in the rural areas, in matters of family planning;

(iv) The study of the issue of violence within the family, which usually turns against women and children, and the promotion of measures to tackle it;

(v) The provision of assistance, through the Permanent Central Agency for Women's Rights, to projects initiated by non-governmental organizations that contribute to the alleviation of problems faced by women;

(vi) The encouragement of the more active, substantial and mass participation of women in the political life of the country.

II. DATA ABOUT CYPRUS

A. Area and population

48. Cyprus is the third largest island in the Mediterranean, with an area of 9,251 square kilometres.

49. Cyprus has a population of approximately 700,000. Population distribution by ethnic group in 1960 when the last official census was held was as follows: out of a total of 572,707 inhabitants, 441,568 or 77.1 per cent were Greek Cypriots, 103,822 or 18.1 per cent were Turkish Cypriots, and 27,317 or 4.8 per cent were other minorities (Maronites, Armenians, Latins and others).

B. History

Ancient history

50. The history of Cyprus is one of the oldest recorded in the world. The first signs of civilization go back 8,000 years. In recent years, Cyprus archaeology has attracted the interest of archaeologists from all over the world.

51. The discovery of copper on the island in the third millennium B.C. brought wealth and trade to the island. Settled by Mycenaean Greeks in the thirteenth century B.C., Cyprus evolved into a flourishing centre of Greek civilization. Because of its strategic position and natural wealth, it was conquered by various nations. Nevertheless, Cyprus managed to retain its language and culture intact. Homer and other ancient Greek poets and philosophers often referred to Cyprus, expressing their admiration for its culture.

52. Following the partition of the empire of Alexander the Great, Cyprus became one of the most significant parts of the empire of the Ptolemies of Egypt. It came under the dominion of the Romans in 58 B.C.

53. Both during the rule of the Ptolemies and that of the Romans, the Sanctuary of Aphrodite in Paphos was the centre of the religious and cultural life of the island. After the division of the Roman Empire in 330 A.D., Cyprus became a province of the Byzantine Empire.

Christianity - Cyprus under the crusaders

54. Christianity was introduced to the island during the first century A.D. by St. Paul and St. Barnabas, a native of Salamis and founder of the Church of Cyprus.

55. The centuries of Byzantine civilization in Cyprus left a rich heritage of art and architecture.

56. During the crusading period, Cyprus was conquered by Richard the Lionheart. Later, the island was ruled by the Lusignans and Venetians.

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Peaceful coexistence

57. For years Greek and Turkish Cypriots lived together in peace, in the same towns and villages, under conditions of religious and cultural tolerance, relations of personal friendship and economic cooperation.

58. During the British rule, Greek and Turkish Cypriot workers through common trade unions worked for social justice and better working conditions.

Modern times: independence, the Constitution

59. The anti-colonial struggle came to an end in 1959 with the London-Zurich Agreements between Britain, Greece and Turkey. Cyprus became an independent Republic. According to the 1960 Constitution, the Turkish Cypriot community (18 per cent) was offered cultural and religious autonomy and a privileged position in the constitutional system of Cyprus.

60. The Turkish Cypriots, under the provisions of the Constitution, had 30 per cent of the posts in the Civil Service and comprised 40 per cent of the Police Force and Army.

61. The Turkish Cypriots were represented in the Government by members of their own community, namely the Vice-President, who was given strong veto powers on all important issues, and by 3 of the 10 Ministers of the Government; moreover, 15 of the 50 seats in the House of Representatives were reserved for Turkish Cypriots who had extraordinary powers. Eight Turkish Cypriot members could defeat a bill voted for by 35 Greek Cypriot members and 7 Turkish Cypriot members.

62. The 1960 Constitution of the Cyprus Republic proved unworkable in many of its provisions and this made impossible its smooth implementation. When in 1963 the President of the Republic proposed some amendments to facilitate the functioning of the State, the Turkish community responded with rebellion (December 1963), the Turkish ministers withdrew from the Cabinet and the Turkish public servants ceased attending their offices. Ever since then the aim of the Turkish Cypriot leadership, acting on instructions from the Turkish Government, has been the partitioning of Cyprus and annexation by Turkey.

Turkish invasion, 1974

63. In July-August 1974 a coup d'état was staged in Cyprus by the Greek military junta then in power, for the overthrow of President Makarios and Turkey used this pretext to launch an invasion with a full-fledged army against defenceless Cyprus. The invasion was carried out in two stages in which the Turkish troops eventually occupied 37 per cent of the island's territory.

64. Ankara tried to justify the invasion as a "peace operation" aimed at restoring the constitutional order disturbed by the coup d'état, but even after the restoration of such order and the return of President Makarios to the island in December 1974, the Turkish troops remained to back up the plans of Turkey to colonize Cyprus as a first step to annexation. Some 200,000 Greek Cypriots, 40 per cent of the total Greek Cypriot population, were forced to leave their

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homes in the occupied area and were turned into refugees. The few thousands of Greek Cypriots who remained in their homes after the completion of the invasion were gradually forced through intimidatory methods to leave their homes and move to the south. Now only some hundreds remain in their homes in the north, mainly in the Karpass area. Turkey is continuing the occupation of 37 per cent of Cyprus' territory in utter disregard of repeated United Nations resolutions calling for respect for the independence, sovereignty and territorial integrity of the Republic of Cyprus as well as the withdrawal of all foreign troops from its territory and the adoption of all practical measures to promote the effective implementation of the relevant resolutions.

65. This attitude of Turkey as well as the continuing violation of the fundamental human rights of the people of Cyprus have been condemned by international bodies, such as the United Nations General Assembly, the European Parliament, the Movement of Non-Aligned Countries, the Commonwealth and the Council of Europe. The declassified report of the Council's Commission of Human Rights reveals the extent of the atrocities committed by the Turkish forces of occupation.

C. Efforts for a solution

66. Several rounds of intercommunal talks between the island's two main communities (Greek Cypriots and Turkish Cypriots) have not led to any positive development. This is owing to the Turkish side's intransigence and continuing effort to partition the island by means of maintaining an occupation army of 35,000 soldiers and by the colonization of the occupied part of Cyprus with 65,000 settlers from Anatolia. In addition, there is a systematic destruction and alteration of the historic and cultural character of the part of Cyprus under Turkish occupation and a separate Turkish Cypriot economy totally dependent on Turkey.

D. Cyprus international position

67. Dedicated to the purposes and principles enshrined in the Charter of the United Nations, and in particular international peace and security, international cooperation in the economic, social, cultural and other fields and respect for human rights and fundamental freedoms for all, the Republic of Cyprus joined the United Nations on 20 September 1960, soon after independence, and gradually became a member of nearly all specialized agencies of the United Nations system. Cyprus is also a member of the Council of Europe and the Commonwealth and participates in the Conference on Security and Cooperation in Europe. It has a Customs Union Agreement with the European Economic Community and maintains economic relations with a host of foreign countries and international organizations.

68. A founder member of the Movement of Non-Aligned Countries, Cyprus follows a non-aligned foreign policy, chartered by its first President, the late Archbishop Makarios. Within the framework of this policy, Cyprus pursues and develops friendly relations and cooperation with all countries and takes an

active part in all efforts aimed at promoting international understanding, peace, security and cooperation.

E. Government administration

Government and regime

69. Cyprus is an independent, sovereign Republic with a presidential system of government. Under the 1960 Constitution, the executive power is ensured by the President of the Republic, elected by universal suffrage for a five-year term of office. The President ensures the executive power through a Council of Ministers appointed by him. The ministers may be chosen from outside of the House of Representatives.

70. Each minister is the head of his ministry and exercises executive power on all the subjects falling within the domain of his ministry. The ministries are: agriculture and natural resources, commerce and industry, communications and works, education, finance, foreign affairs, health, interior, defence, justice, labour and social insurance.

Legislature

71. The legislative power of the Republic is exercised by the House of Representatives, consisting of 80 members elected by universal suffrage for a five-year term. Under the 1960 Constitution, 56 members of the House are Greek Cypriots, elected by the Greek Cypriot community of the island and 24 members are Turkish Cypriots, elected by the Turkish Cypriot community, for a five-year term. Following the withdrawal of the Turkish Cypriot members, the House has been functioning only with the Greek Cypriot members. The Maronite, Armenian and Latin minorities also elect representatives who attend meetings without a right of participation in the deliberations. They are consulted in matters concerning particular affairs of these religious groups. The political life of the island is a multi-party one and parties are formed to promote the interests of several classes of population and their ideological views.

Judiciary

72. The administration of justice is exercised by the island's separate and independent Judiciary. Under the 1960 Constitution and other legislation in force the following judicial institutions have been established: the Supreme Court of the Republic; assize courts; and district courts.

73. The Supreme Court is composed of 13 judges, 1 of whom is the President of the Court.

74. The Supreme Court adjudicates on all matters of constitutionality of legislation referred to it by the President of the Republic or arising in any judicial proceedings, including complaints that any law or decision of the House of Representatives or the budget is discriminatory; also on matters of conflict or contrast of power or competence between State organs and questions of interpretation of the Constitution in cases of ambiguity.

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75. The Supreme Court is the final appellate court in the Republic and has jurisdiction to hear and determine appeals in civil and criminal cases from assize courts, district courts as well as appeals from decisions of its own judges when sitting alone in the exercise of original and revisional jurisdiction of the Supreme Court.

76. It is also vested exclusively with administrative law revisional jurisdiction in connection with administrative or executive acts, decisions or omissions; the relevant remedy is by way of a recourse for annulment.

77. The Supreme Court, moreover, exercises original jurisdiction as a Court of Admiralty.

78. In its original jurisdiction, the Supreme Court also deals exclusively with proceedings for the issue of orders of habeas corpus, mandamus, prohibition, quo warranto and certiorari.

79. There is an assize court and a district court for each district. The assize courts have unlimited criminal jurisdiction and may order the payment of compensation up to £C 3,000. The district courts exercise original criminal and civil jurisdiction, including jurisdiction in admiralty cases referred to them by the Supreme Court by virtue of law No. 96/86 and matrimonial cases. The extent of the jurisdiction varies with the composition of the bench. In civil matters a district court composed of not less than two judges has unlimited jurisdiction. A president or a senior district judge of a district court sitting alone has jurisdiction up to £C 10,000 and a district judge sitting alone up to £C 5,000 and is also empowered to deal with any action for the recovery of possession of any immovable property (and certain other specified matters connected therewith) when the title of such property is not in dispute, irrespective of the value of the property involved; provided that a president of a district court or a senior district judge sitting alone shall have jurisdiction to hear and determine any action in relation to negligence as well as in relation to compensation for the compulsory acquisition and requisition of immovable property, irrespective of the amount in dispute, unless such president or senior district judge, as the case may be, is of the opinion that it becomes necessary that the case be heard and determined by a full court consisting of not more than three judges. In criminal matters the jurisdiction of a district court is exercised by the members sitting singly and is of a summary nature. A president or a senior district judge or a district judge sitting alone has power to try any offence punishable with imprisonment up to three years or with a fine up to £C 2,000 or with both, and may order the payment of compensation up to £C 2,000.

80. There is a Supreme Council Judicature, consisting of the president and judges of the Supreme Court, entrusted with the appointment, promotion, transfers, termination of appointment and disciplinary control over all judicial officers, other than the judges of the Supreme Court.

Independent offices

81. The independent offices of the Republic, which do not come under any ministry, are the Attorney-General's Office, the Audit Office of the Republic, the Public Service Commission, the Planning Commission, the Planning Bureau and the Educational Service Commission.

Table 1. Social and economic indicators of Cyprus, 1950-1990 a/

A. Demography

	1950	1961	1973	1975	1978	1990
Total mid-year population (thousands)	494	579	634	502	500	571
Crude birth rate (per 1,000 population)	29.4	26.0	18.3	16.0	18.8	18.3 b/
Crude death rate (per 1,000 population)	8.0	10.7	9.5	7.9	8.4	8.6 b/
Age structure (percentage)						
0-14	33.9 c/	36.3 d/	28.9	25.4 e/	n.a.	25.8 b/
15-64	60.3 c/	57.3 d/	61.6	64.5 e/	n.a.	63.9 b/
65-	5.8 c/	6.4 d/	9.5	10.1 e/	n.a.	10.3 b/
Percentage of population living in urban areas	25.7 c/	35.9 d/	42.2	58.0 e/	n.a.	68.5 b/

a/ The data refer to the whole of Cyprus for the years 1950 to 1973 and to the non-occupied part for 1974-1990. Furthermore, data for 1950 are derived from older publications and are not always comparable with subsequent years.

b/ Refers to 1989.

c/ Refers to 1946 census.

d/ Refers to 1960 census.

e/ Refers to 1976.

B. National accounts

	1950	1961	1973	1975	1978	1990
Gross national product (millions of Cyprus pounds at current prices)	42	104	341	271	527	2 524
Gross national product per capita (Cyprus pounds)	85	179	538	540	1 054	4 424
Percentage distribution of gross domestic product (GDP) (millions of Cyprus pounds at current factor cost/market prices)						
Primary sectors	37.1	27.9	17.0	19.1	13.1	7.5
Secondary sectors	17.8	20.5	25.0	21.8	32.7	27.8
Tertiary sectors	45.1	51.6	58.0	59.0	54.2	64.7
Fixed investment as a percentage of GDP (at current prices)	12.8	17.9	28.6	19.6	31.5	24.0 a/
Exports of goods and services as a percentage of GDP (at current prices)	30.4	31.8	39.9	35.5	42.3	52.8
Imports of goods and services as a percentage of GDP (at current prices)	35.6	41.3	53.4	56.7	60.8	53.9 a/
Domestic savings as a percentage of GDP at current prices	7.5	10.2	16.7	1.3	16.6	25.2

a/ Excludes the purchase of aeroplanes, which are considered extraordinary items, by the national carrier.

C. Labour market

	1950	1961	1973	1975	1978	1990
Gainfully employed population (thousands)	242	219	253	144	171	251
Structure of gainfully employed population (percentage)						
Primary sectors a/	55.5 b/	46.0	38.5	26.8 c/	22.8	13.8
Secondary sectors	21.0 b/	23.8	26.6	27.6 c/	32.5	28.5
Tertiary sectors	23.5 b/	30.2	34.9	45.6 c/	44.7	57.7
Percentage of gainfully employed population engaged by the Government	..	8.0	9.1	16.3	14.8	12.6 d/
Unemployed as a percentage of the economically active population	1.3	4.0	2.5	16.2	2.0	1.8
Economically active population as a percentage of the population aged 15-64 years	82.2	71.3	71.6	64.0	63.5	75.0 d/

a/ The methodology of estimating the gainfully employed population in agriculture has changed and therefore data for 1976 onwards are not comparable with data for previous years.

b/ Refers to 1955.

c/ Refers to 1976.

d/ Refers to 1989.

D. Foreign trade

	1950	1961	1973	1975	1978	1990
Exports of goods (millions of Cyprus pounds)	10.5	15.9	57.2	52.4	122.0	388.1
Ratio of exports to imports (percentage)	87.5	47.3	42.5	47.2	49.9	37.3
Ratio of exports of goods to GDP (percentage)	24.0	15.8	17.3	20.4	24.1	15.7
Structure of domestic exports (percentage)						
Agriculture	38.7	32.3	51.6	35.6	26.2	25.4
Industrial	9.4	13.9	29.8	49.4	67.3	74.2
Mining	51.9	53.2	18.6	15.0	6.2	0.2
Other	0.0	0.6	0.0	0.0	0.3	0.2
Domestic exports by country destination (percentage)						
European Community (including the United Kingdom)	61.3	74.7	62.2	42.2	37.4	61.2
United Kingdom	19.8	34.8	40.4	36.3	28.5	35.7
Arab countries	7.2	1.9	7.2	27.9	45.3	19.3
Eastern European countries	1.8	5.1	17.1	12.5	7.1	6.6
Other	29.7	18.3	13.5	14.4	10.2	12.9
Exports of services (millions of Cyprus pounds)	2.8	16.0	74.4	38.8	92.2	919.1
- of which receipts from tourism	0.9	2.8	23.4	5.4	33.3	573.0
Ratio of exports of services to GDP (percentage)	6.4	15.9	22.6	15.1	18.2	37.1
Deficit in the current account as a percentage of GDP	-3.4	1.6	-6.7	-5.3	-9.5	1.4 a/
Imports of goods (millions of Cyprus pounds)	12.0	33.6	134.5	110.9	244.6 a/	1 039.4 a/
Structure of imports (percentage)						
Consumer goods	39.2 b/	45.5	21.7	22.0	20.7	21.8
Raw materials	24.5 b/	31.5	46.2	40.9	44.9	43.0
Capital goods	27.0 b/	13.7	13.2	9.6	12.6	10.8
Transport equipment	..	..	12.6	4.3	9.0 a/	13.8 a/
Fuels and lubricants	9.3 b/	8.6	5.9	14.6	11.9	10.7
Other	0.0	0.6	0.4	8.5	0.9	0.0

a/ Excludes the purchase of aeroplanes, which are considered extraordinary items, by the national carrier.

b/ Refers to 1952.

E. Fiscal

	1950	1961	1973	1975	1978	1990
Public receipts as a percentage of GDP	13.7	19.0	18.3	26.0	22.4	28.6
Public expenditure as a percentage of GDP	12.6	17.3	22.0	33.9	28.1	31.0
Fiscal surplus/deficit as a percentage of GDP	1.1	-1.7	-3.7	-7.9	-5.7	-2.5

F. Foreign debt

	1950	1961	1973	1975	1978	1990
Total foreign debt (millions of Cyprus pounds)						
Public	..	..	6.8	14.4	67.4	464.5
Publicly guaranteed	..	..	13.3	19.8	35.2	198.8
Private	..	..	4.2	4.1	10.5	65.0
Total	..	..	24.3	38.3	113.1	728.3
Foreign debt as a percentage of GNP	..	..	7.4	14.9	22.3	28.9
Debt service ratio (percentage)	..	..	2.8	4.0	6.9	8.4

G. Health indicators

	1950	1961	1973	1975	1978	1989
Infant mortality (deaths) per 1,000 live births	63	40 a/	18	13 b/	13	11
Life expectancy (at birth)						
Males	63.6 c/	..	70.0	71.9 d/	71.9 d/	73.9 e/
Females	68.8 c/	..	72.9	74.9 d/	74.9 d/	76.3 e/
Persons per doctor	1 669	1 470	1 053	1 042 b/	989	482
Persons per hospital bed	434 f/	221	179	161 b/	165	166

a/ Refers to 1960.

b/ Refers to 1976.

c/ Refers to the period 1948-1950.

d/ Refers to the period 1976-1977.

e/ Refers to the period 1987-1989.

f/ Refers to the hospital beds of the public sector only.

H. Education

	1950	1961	1973	1975	1978	1989
Illiteracy rate (percentage)	33 a/	18 b/	..	10 c/	..	5
Males	19 a/	9 b/	..	4 c/	..	2
Females	47 a/	27 b/	..	15 c/	..	8
Percentage distribution of the population by educational level						
Without education	41 a/	25 b/	..	13 c/	..	6
Elementary	51 a/	59 b/	..	53 c/	..	45
Secondary	7 a/	15 b/	..	25 c/	..	35
Higher/university	1 a/	1 b/	..	9 c/	..	14
Percentage of children enrolled in:						
Pre-primary	..	..	27	..	..	57
Primary	..	104 b/	105	112	..	103
Secondary	..	43 b/	72	78	..	88
Higher	..	..	..	27	..	35
Number of Cypriot students per 1,000 population	..	..	18	26	28	23

a/ Refers to the 1946 census.

b/ Refers to the 1960 census.

c/ Refers to 1976.

I. Housing conditions

	1950	1961	1973	1975	1978	1989
Percentage of houses connected with electricity	10.6 a/	43.7	..	92.4 b/	..	98.1 c/
Urban areas	41.9 a/	91.7	..	97.4 b/	..	99.1 c/
Rural areas	2.0 a/	27.7	..	87.2 b/	..	96.4 c/
Percentage of houses connected with water	..	26.0	85.7 d/	80.6 b/	..	93.7 c/
Urban areas	..	67.5	90.4 d/	93.3 b/	..	98.4 c/
Rural areas	..	7.1	67.8 d/	66.9 b/	..	86.0 c/
Average number of persons per room	1.91 a/	1.30	0.89 d/	1.44 b/	..	0.78 c/
Urban areas	1.52 a/	1.21	0.84 d/	1.29 b/	..	0.76 c/
Rural areas	2.08 a/	1.36	1.02 d/	1.59 b/	..	0.82 c/

a/ Refers to the 1946 census.

b/ Refers to the 1976 census of housing.

c/ Refers to the 1982 census of housing.

d/ Refers to the 1971 household survey, which covered only Greek Cypriots.

/...

J. Other indicators

	1950	1961	1973	1975	1978	1990
Number of persons per private car	..	22	6	5.9	5.9	3.3
Number of telephone lines per 100 persons	..	..	7	8	11	39
Average consumption of electricity per capita (kWe)	..	311	1 028	946	1 264	2 341

K. Rates of average annual change of selected economic magnitudes

(Percentage)

	1973/1961	1975/1973	1978/1975	1988/1978	1989/1961
Population	0.8	..	-0.1	1.1	-0.1
Real GDP	6.8	-18.0	13.8	6.3	5.3
Employment	1.2	-24.6	8.3 a/	3.3	0.4
Productivity	5.5	8.8	3.0 a/	2.9	4.9
Retail prices	2.4	10.2	6.1	6.1	4.8
Exports of goods (current prices)	11.3	-15.7	32.5	10.2	11.7
Exports of services (current prices)	13.7	-34.5	27.4	21.7	15.0
Nominal earnings	7.5	5.6	22.0 a/	12.9	10.6
Real earnings	5.0	-4.2	13.6 a/	6.4	5.5

Source: Department of Statistics and Research, Economic Reports, Statistical Abstracts, Household Expenditure Surveys, Population/Housing Censuses and various annual surveys/sectoral surveys; and Planning Bureau.

a/ Refers to the period 1976-1978.

III. ARTICLE 1. INTERPRETATION OF DISCRIMINATION

82. Article 1 sets the parameters for the Convention by defining what constitutes discrimination against women, namely any distinction, exclusion or restriction made on the basis of sex. The Convention concentrates on the elimination of all forms of discrimination against women and does not therefore seek to eliminate discrimination experienced by men.

83. Since its ratification by law No. 78/85, the Convention has superior force to any municipal law, except the Constitution.

84. The phrase "without discrimination by sex" is used in the Constitution and other laws, yet there is no definition of the term "discrimination". This provision therefore supplements the national legislation by providing the definition of the term "discrimination against women".

Implementation

85. A simplified questionnaire was circulated to all government departments with the aim of identifying all discriminatory laws and regulations which come under their competence.

86. Unfortunately, such legal provisions were found in various fields of our legislation but mainly in the field of family law and the labour legislation.

87. A list was made and the Council of Ministers informed accordingly. A decision was made that all these discriminatory provisions should be abolished or amended, in order to comply with the constitutionally safeguarded principle of equality (art. 28 of the Constitution) and the provisions of the Convention.

88. In compliance with the above decision, each ministry has started the prolonged procedure of law reform in the fields of its competence.

89. The most serious measure ever taken towards the abolition of discriminatory provisions against women has been the amendment of article 111 of the Constitution in order to facilitate reform of the Family Law and to abolish discrimination against women in that field.

90. It is worth mentioning that the above-mentioned amendment was the first ever amendment to the Constitution of Cyprus (law No. 95/89 on the first amendment to the Constitution) and has been in effect as from 1 January 1990.

91. Despite the progress that has been made so far, discriminatory provisions still exist in the Cyprus legislation and efforts will continue to be made, especially by the Permanent Central Agency for Women's Rights to eliminate legal discrimination against women.

92. Apart from the goal to bring about legal equality, the Government works hard to abolish existing practices that discriminate against women. It considers this as the most serious problem to deal with, in the field of women's rights, requiring initiatives on a variety of levels by different agencies.

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IV. ARTICLE 2. ELIMINATION OF LEGAL AND REAL DISCRIMINATION

93. The Government of Cyprus has repeatedly declared its commitment to equality and has expressed its determination to work towards achieving real equality.

94. This policy has been explicitly announced by the President of the Republic and has been reflected in various decisions of the Council of Ministers, including the five-year development plan.

95. The Cyprus Constitution of 1960, article 28, guarantees the principle of equality between women and men. Article 28 reads as follows:

> "1. All persons are equal before the law, the administration and justice and are entitled to equal protection thereof and treatment thereby.
>
> "2. Every person shall enjoy all the rights and liberties provided for in this Constitution without any direct or indirect discrimination against any person, on the ground of his community, race, religion, language, sex, political or other convictions, national or social descent, birth, colour, wealth, social class, or on any ground whatsoever, unless there is express provision to the contrary in this Constitution.
>
> "3. No citizen shall be entitled to use or enjoy any privilege of any title of nobility or of social distinction within the territorial limits of the Republic.
>
> "4. No title or nobility or other social distinction shall be conferred by or recognized in the Republic."

96. Regardless of paragraph 1, the guarantee of equality is frustrated by the explicit reservation of paragraph 2 of the same article which states: "unless there is express provision to the contrary in this Constitution".

97. For example, article 2, paragraph 7 (a) and (b) of the Constitution legalize discrimination by stating that a married women shall belong to the community of which her husband belongs; and a male or female child under the age of 21 who is not married shall belong to the community to which his or her father belongs, or if the father is unknown and he or she has not been adopted, to the community to which his or her mother belongs.

98. Also, article 198 of the Constitution discriminates against women in the field of nationality by stating that any person born in Cyprus on or after the date of the coming into operation of the Constitution shall become on the date of his birth a citizen of the Republic if on that date his father has become a citizen of the Republic or would but for his death have become such a citizen.

99. Since the ratification of the Convention on the Elimination of All Forms of Discrimination against Women, Cyprus has passed and amended a series of laws that have already been mentioned in the introduction (para. 27) and will be analysed under the corresponding article. Generally speaking, it can be said that priority has been given to the protection of women's rights in the field of family law and labour legislation.

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100. In the public service and semi-governmental organizations, women enjoy and exercise the same rights as men regarding access, terms of employment, promotion training, etc.

101. There were four discriminatory provisions in the public service regulations concerning medical treatment, leave without pay, financial assistance to scholars and rent subsidies, which were abolished as from 20 May 1988 by a decision of the Council of Ministers.

102. Cyprus has also become State party to various international agreements dealing with equality issues, such as the following:

(a) International Covenant on Economic, Social and Cultural Rights (ratified by law No. 14/69);

(b) International Covenant on Civil and Political Rights (ratified by law No. 14/69);

(c) European Convention for the Protection of Human Rights and Fundamental Freedoms (ratified by law No. 39/62) and relevant protocols;

(d) International Convention on the Elimination of All Forms of Racial Discrimination (ratified by law No. 12/67);

(e) European Social Charter (ratified by law No. 64/67);

(f) Convention on the Political Rights of Women (ratified by law No. 107/68);

(g) Convention against Discrimination in Education (ratified by law No. 18/70).

103. Legal protection for the rights of women, on an equal basis with men, is established and is ensured through competent national tribunals.

104. Apart from the judicial means for protection against discrimination on the basis of sex, women are entitled to pursue their rights through the national women's machinery.

105. Legal protection against discrimination on the basis of sex and recourse procedures for women claiming to be victims of discrimination are safeguarded in the legal system of Cyprus.

106. In terms of constitutional protection, in accordance with article 35 of the Cyprus Constitution, the legislative, executive and judicial authorities of the Republic are found to secure, within the limits of their respective competence, the efficient application of the provisions relating to fundamental rights and liberties.

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A. Municipal remedies

Administrative recourse

107. Article 29 of the Constitution provides for the right to address written requests or complaints to any competent public authority and to have them attended to and decided expeditiously. An immediate notice of any such decision taken duly reasoned shall be given to the person making the request or complaint and in any event within a period not exceeding 30 days. Any interested person aggrieved by any such decision or where no such decision is notified to such person within the aforesaid period, such person may have recourse to a competent court.

108. Therefore, any person complaining of having been a victim of sex discrimination by a public authority may, as a first step, ask to remedy the situation through a petition to such authority as aforesaid. If the remedy sought is denied then he may have recourse to the competent court.

Judicial recourse

109. Article 146 of the Constitution provides an effective judicial remedy against any "decision, act or omission of any organ, authority of persons which is contrary to any of the provisions of the Constitution or of any law or which is made in excess or in abuse of powers vested in such organ or authority or person".

110. Persons claiming to be victims of legislative measures of sex discrimination may attack the validity of such measures either through the above-mentioned procedure of a recourse under article 146 of the Constitution or by raising before any court the question of unconstitutionality of such measures at any stage of any judicial proceedings (civil or criminal) in which they are parties and in respect of which such measures are material for the determination of any matter at issue. If the court declares the relevant legislation to be unconstitutional then it becomes inapplicable to the relevant proceedings only.

111. The procedure for the issue of an order of mandamus is also available to victims of sex discrimination. The order may be issued to the Supreme Court to direct any person, corporation or inferior tribunal to do a specified thing which appertains to his or their office and is in the nature of a public duty, in cases where there is specific legal right and either no specific legal remedy for enforcing that right exists or the alternative remedy is less convenient, beneficial and effectual.

112. In addition to the above judicial remedies, persons claiming to be victims of acts of sex discrimination may under article 72 claim compensation from the Republic through proceedings before the civil courts for any damage suffered by them as a result of any discriminatory act or omission committed in the exercise or purported exercise of the duties of officers or authorities of the Republic.

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B. Criminal offences

113. Discriminatory acts as such are not punishable offences in the Cyprus legal system. However, sex or other discrimination contrary to the Constitution may amount to the criminal offence of "disobedience to any law" provided by section 136 of the Cyprus Criminal Code and punishable by imprisonment up to two years and/or a fine not exceeding £C 1,000. Furthermore, persons employed in the public service are liable for the offence of "abuse of office" (punishable by imprisonment for a term not exceeding two years and/or a fine not exceeding £C 300) if they commit a discriminatory act in the exercise of purported exercise of the authority of their office (sect. 105 of the Criminal Code).

C. National women's machinery

114. The Permanent Central Agency for Women's Rights has competence in receiving and channelling complaints and in carrying out inquiries either on its own initiative or on application. Owing to the fact that the Agency has no decision-making powers and cannot supervise or apply anti-discriminatory legislation, a conclusion and result of an inquiry usually takes the form of a recommendation.

D. Ombudsman

115. The introduction of the institution of an Ombudsman in 1991 by law No. 3/91 for the extra-judicial control of the administration undoubtedly offers to women in Cyprus another mechanism towards combating discrimination.

116. From the experience so far it is clear that women are reluctant to bring cases of discrimination before the courts. It is hoped that women will seek the assistance of the ombudsman in cases that fall within his competence.

117. The ombudsman or commissioner for the Administration has the power to investigate cases of illegality, violation of human rights, contravention of the principles of good administration and good behaviour brought to him by any person living in Cyprus. He has no power to quash decisions but he can, where justified, recommend corrective action.

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V. ARTICLE 3. NATIONAL WOMEN'S MACHINERY

118. In May 1988, the Government of Cyprus set up a national women's machinery (the Permanent Central Agency for Women's Rights) to deal with all matters concerning women, focusing on the elimination of legal discrimination against women and the promotion of real equality between women and men (see organizational chart below).

119. The functions of the Agency are to advise the Council of Ministers on policies and programmes on equality and to promote, coordinate and monitor the implementation of these programmes.

120. The Agency operates under the Ministry of Justice and includes a system of four bodies in which all government departments and a large number of non-governmental organizations are represented. The Minister of Justice is the Chairman of the Agency. The Permanent Secretary of the Ministry of Justice is the President of the Coordinating Executive and Investigating Committee and is responsible for the general supervision of the operation of the Agency. The Secretary General of the Agency is an administrative officer in the Ministry of Justice.

121. The four bodies of the Agency are:

(a) The Central Planning and Monitoring Council, which is assigned responsibility for:

(i) Proposing legislative measures and policies on equality;

(ii) Evaluating their effect and implementation;

(iii) Formulating and implementing information and education programmes on equality, women's rights, etc.;

(iv) Supporting women's organizations;

(b) The Coordinating Executive and Investigating Committee, which consists of officers for women's rights of each ministry and is responsible for the coordination of the implementation of government policy and the informal investigation of complaints of discrimination against women;

(c) The General Consultative Body, which is a mixed body consisting of the members of the Council and the Committee and a large number of other voluntary organizations interested in the promotion of women's rights. This body convenes twice a year to hear about the policy and programmes of the Agency and to cooperate and lend its support to the Council and Committee for the implementation of the relevant programmes and activities. Members of this body are encouraged to participate in the various ad hoc committees and therefore become more involved in the activities of the Agency;

(d) The Secretariat, which is headed by a Secretary-General and is responsible for:

/...

(i) The smooth and effective cooperation and coordination of the Agency;

(ii) The preparation of working papers;

(iii) The monitoring of international developments;

(iv) The constant briefing of members of the Council.

122. The general office work of the Agency is carried out by the secretariat of the Ministry of Justice under the supervision of the Secretary-General of the Agency.

123. In addition to the above bodies, ad hoc committees are set up by the Council to carry out in-depth research on specific issues of interest and to submit their findings and proposals, in the form of a report, to the Council for approval.

124. The Agency has formulated and approved its own plan of action for women, covering a broad spectrum of activities based on the provisions of the Convention.

125. The Agency has set up the following ad hoc committees to deal with priority issues:

(a) Committee on Family Law;

(b) Committee on Information and Education Programmes on Equality;

(c) Committee on the Protection of Maternity;

(d) Committee on Equal Pay for Work of Equal Value;

(e) Committee on Child-Care Facilities;

(f) Committee on Rural Women;

(g) Committee on Housewives;

(h) Committee on the Participation of Women in Public and Political Life.

126. The Agency organizes seminars, meetings and public debates on current issues. Seminars have been organized with great success on family law, the protection of maternity and the role of the mass media towards equality, the participation of women in political life, and others.

127. The Agency publishes the reports of the relevant committees as well as useful information material on equality issues, which it disseminates to non-governmental organizations, and interested groups, pupils, teachers, etc.

128. The Agency subsidizes women's organizations to implement their own programmes promoting the advancement of women.

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129. The Agency has competence in receiving and channelling complaints and in carrying out inquiries on its own initiative or on application. Owing to the fact that the Agency has no decision-making powers and cannot supervise or apply anti-discriminatory legislation, its conclusions and results of inquiry usually take the form of a recommendation.

130. The Agency cooperates with a large number of non-governmental organizations, including women's organizations, trade unions, associations of teachers and others. Organizations interested in the promotion of the goals of the Agency easily can become members. The cooperation takes place in all fields of activities and at all levels but mainly through participation in the various ad hoc committees.

131. The Agency financially supports women's organizations and other interested voluntary organizations and encourages them to initiate and implement their own programmes and activities in this area.

132. Of particular importance in this machinery is the linkage of all government departments with non-governmental organizations in an effective participation structure at all levels. This cooperation has proved extremely useful and fruitful so far, especially in the preparation and implementation of the Agency's plans of action.

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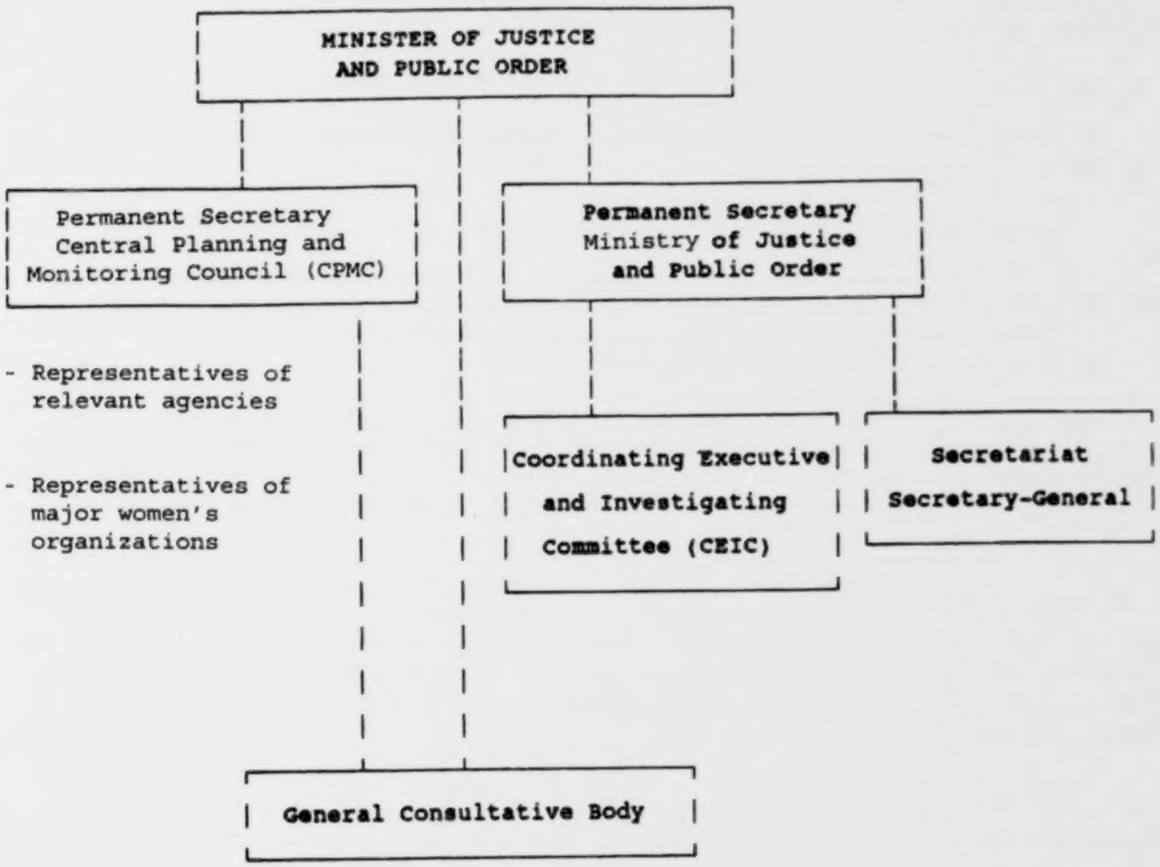
ORGANIZATIONAL CHART OF THE PERMANENT CENTRAL AGENCY FOR WOMEN'S RIGHTS


MINISTER OF JUSTICE AND PUBLIC ORDER
Permanent Secretary Central Planning and Monitoring Council (CPMC)
Permanent Secretary Ministry of Justice and Public Order
Coordinating Executive and Investigating Committee (CEIC)
Secretariat Secretary-General
General Consultative Body

- Representatives of relevant agencies
- Representatives of major women's organizations

- Members of CPMC
- Members of CEIC
- Representatives of a large number of non-governmental organizations interested in women's rights

VI. ARTICLE 4. SPECIAL TEMPORARY MEASURES - POSITIVE ACTION PROGRAMMES

133. Positive action programmes for the attainment of de facto equality have also been adopted in Cyprus. These include:

(a) The setting up of the national women's machinery;

(b) The launching of enlightenment campaigns on equality and women's rights;

(c) The encouragement of more girls to enter technical education;

(d) The introduction of vocational and training programmes especially designed for women. These programmes include special training courses to attract young unemployed women and programmes encouraging older women, mainly housewives, to enter or re-enter economic life;

(e) The existing House Economic Programme is considered the main tool for the out-of-school training of rural women. Its programmes aim at improving the status of rural women by promoting their roles in the agricultural household and in farming and by encouraging them to deal with income-generating activities;

(f) With the aim of improving the status of rural women, the Government is considering the possibility of a pilot project on women's cooperatives, in connection with the agrotourism project. The aim is to assist rural women to develop their own frame of economic activities and at the same time to preserve the traditional culture and lifestyle as well as to pay due respect to environmental considerations. The proposal for such a project has been put forward by the Agency.

134. Temporary special measures in the form of quotas have not yet been introduced. One political party has used the quota system with the aim of increasing the participation of women in its high-rank organs. The same party has succeeded in electing two women members of parliament (out of three women members of parliament in the May 1991 elections.

135. The use of special temporary measures for achieving de facto equality and mainly the quota system is one of the most heated issues discussed in every seminar of the Agency, most recently during the last seminar of the Agency on the participation of women in political life. It is worth mentioning that a large proportion of women participants in the seminar were against this measure, feeling that the use of a quota was degrading for women.

136. Measures to protect maternity are discussed under article 11.

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VII. ARTICLE 5. CHANGES OF SOCIAL ATTITUDES - VIOLENCE AGAINST WOMEN

137. Social prejudices are the major obstacle in bringing about de facto equality. That is why the Government's policies on women's issues, especially since its ratification of the Convention, have given emphasis to programmes and measures for the changing of social attitudes and practices based on traditional and stereotyped ideas regarding the roles of men and women.

138. The reform of the Family Law as well as the elimination of legal discrimination, which is in progress, undoubtedly has proved to be beneficial from the educational point of view. It reflects the new concepts and ideas of equality and can serve as the basis for the changing of attitudes and behaviour of men and women within the family, the workplace, etc. The elimination of legal discrimination is important and will be continued but it is not enough to bring about real equality.

139. That is why the Ministry of Justice, right after the ratification of the Convention, secured through the Commonwealth Secretariat the services of an expert to advise the Government on the launching of a public campaign on equality.

140. On the basis of the expert's report, the Agency formulated its plan of action and an enlightenment programme on equality, which involves the Agency, the mass media, the educational system and non-governmental organizations.

141. For the coordination and implementation of the programme the Agency set up a special committee in which representatives of the mass media, non-governmental organizations and government departments are participating.

142. The enlightenment programme includes:

(a) Organization of seminars, public debates, meetings on women's issues;

(b) Publication and dissemination of information;

(c) Cooperation with non-governmental organizations working in this direction;

(d) Cooperation with the mass media;

(e) The Agency has organized the following seminars with great success:

(i) Seminar on family law;

(ii) Seminar on the protection of maternity and facilities to working parents;

(iii) Round-table discussion on the role of the mass media towards achieving equality;

(iv) Conference on the problems of migrant women;

(v) Seminar on the participation of women in public and political life;

(f) The Agency is playing a very important role in making legal texts on women's issues known to the public. In that respect, it has prepared and distributed informative leaflets for the law on equal pay, the law on the protection of maternity, etc.;

(g) The Agency publishes the reports of the various committees as well as the findings and conclusions of its seminars;

(h) It subsidizes women's organizations in the implementation of their own programmes and activities, including seminars/campaigns;

(i) The Agency is in the process of preparing a roster with qualified professional women in non-traditional female professions, to be given to the mass media organizations. The aim is to increase the participation and improve the image of women in the media;

(j) The Agency has announced two competitions: one for the best advertisements (three awards for radio, television, press) which portray a positive image of women and the other for journalists who consistently and systematically promote equality issues through their work.

A. Cyprus Broadcasting Corporation

143. The Cyprus Broadcasting Corporation has set up a special Programmes' Advisory Committee on Equality, which has reviewed the Corporation's television programmes and acts as a kind of watchdog to make sure that the portrayal of women in programmes is a positive one.

144. The Committee has concluded the first research project on the portrayal of women in advertisements in Cyprus.

145. The Corporation has revised its Code of Advertising Practice. The new Code states that advertisements should respect the dignity and equality of all human beings.

146. Close links have been established between the Ministry of Justice and the Permanent Central Agency for Women's Rights with the mass media organizations especially by appointing liaison officers responsible for equality issues.

147. The actions by the Corporation have so far proved useful and fruitful. There has been an increase in the following:

(a) The number of television and radio programmes dealing with women's issues;

(b) Women's participation in talks and discussions broadcast by the media;

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(c) The number of women working in the media;

(d) Fiction programmes portraying a positive image of women.

B. Violence against women

148. Violence against women has become one of the issues of first priority within the overall field of policy for women.

149. The Government of Cyprus as well as the Permanent Central Agency of Women's Rights and a number of non-governmental organizations are very concerned about this problem. Various measures have been taken to prevent and combat all forms of violence within the family, with major emphasis on violence against women and children.

150. The Department of Social Welfare Services, in whose sphere of competence family welfare falls, identifies cases of physical and psychological violence against women and children which it handles through its preventive (mainly by counselling) and therapeutic programmes.

151. Through a system of social workers on call, the Department provides services to emergency cases during non-working hours.

152. A study on violence within the family has been carried out amongst families supervised by the Department, with the aim of identifying the nature, causes (mainly those family situations which lead to an increased number of dangerous conflicts) and extent of the problem.

153. The Department organizes in-service training to enable social workers to detect and make an early diagnosis of cases of violence within the family and to offer the right support and assistance to the victims of violence.

154. The Department is primarily responsible for providing residential accommodation and crisis relief to mistreated women and their children.

155. The Department offers technical and financial assistance to non-governmental organizations and cooperates closely with them in this field.

156. The Department recently opened the Family Guidance Centre, which provides services by specialists such as social workers, psychologists, medical officers, psychiatrists, etc. It offers professional advice and support, free of charge, to individual members of families and families as a whole. It also deals with serious cases of violence within the family.

157. The Permanent Central Agency for Women's Rights has made an important contribution towards the prevention and remedying of violence through its programmes and activities aimed at the advancement of the status of women. These include the reform of the Family Law and other legislative measures, as well as the launching of public campaigns on the rights of women.

158. The Agency financially supports and encourages women's organizations and other interested voluntary organizations to initiate and implement their own programmes, such as the setting up of a crisis centre, carrying out information campaigns, etc.

159. Non-governmental organizations play a very important role in making the issue of violence against women visible to society and in providing practical assistance, advice and guidance to the victims of violence.

160. The only crisis centre existing in Cyprus has been set up and is run by the Association for the Protection of Victims of Violent Crimes in the Family, a voluntary organization. The centre is subsidized by public authorities and the Agency. It provides to all family members practical assistance, including crisis services and counselling by qualified personnel.

161. Battered women and children in danger as well as men who are victims of violent crimes are adequately helped by social workers, psychologists, lawyers and other qualified persons.

162. National legislation has been drafted regarding physical and sexual violence against women. Owing to the considerable increase of general sensitivity regarding the phenomenon of violence, mainly against women and children, and the realization that there is a need to take further legal measures for the prevention and combating of violence in Cyprus, the Law Commissioner has initiated the drafting of a bill entitled "Law on the prevention of violence within the family and the protection of victims of violence".

163. A committee has been set up under the chairmanship of the Law Commissioner for this purpose, consisting of representatives of the Association for the Prevention and Combating of Violence Within the Family, the Welfare Department, the Ministry of Justice and the Permanent Central Agency for Women's Rights, the Police and the Attorney General's Office, as well as a female member of parliament.

164. The parliament is closely watching these developments and has been informed of the major changes which will be introduced by the bill. These include the following:

(a) An increase of penalties for acts of violence within the family;

(b) The clarification that rape can be committed within marriage;

(c) The speeding up of trials dealing with cases of violence;

(d) The issuing of an inhibition order prohibiting the accused from entering or staying in the marital home;

(e) The appointment of family counsellors;

(f) The setting up of an advisory committee on violence in the family, etc.

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165. The bill also deals with police and judicial aspects of physical and sexual violence against women. According to the provisions of the bill, the courts will adopt more speedy procedures in dealing with cases of violence.

166. In addition to the increase of penalties, the bill provides for therapeutic measures as an alternative remedy. The judge may decide to place the one found guilty on probation on condition that he will undergo a therapeutic treatment.

167. The treatment of female victims of violence by the police has proved to be one of the factors which discourage women to report cases of violence. In order to change the mentality and attitude on the part of the police and become more sensitive to the needs of the victim, the Police Academy has introduced special training courses in close collaboration with the Association for the Protection of Victims of Violent Crimes in the Family.

168. The bill provides that victims can report incidents of violence to the police, family counsellors, doctors of the victims, members of the Consultative Committee or the Association for the Prevention and Combating of Violence Within the Family, which can become a party in the trial of the perpetrator. It is believed that this measure will increase the willingness of victims to report incidents of violence.

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VIII. ARTICLE 6. TRAFFIC IN WOMEN AND THE EXPLOITATION OF PROSTITUTION OF WOMEN

169. The Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others was ratified in 1983, by law No. 57/83.

170. The suppression of the exploitation of women, whether of age or under age, is dealt with in a series of provisions in the Criminal Code, Chapter 154 of the Laws of Cyprus.

Criminal Code

171. Section 144 provides that any person who has unlawful carnal knowledge of a female without her consent, or with her consent if the consent is obtained by force or fear of bodily harm or, in the case of a married woman, by impersonating her husband, is guilty of the felony termed rape.

172. Section 145 provides that any person who commits the offence of rape is liable to imprisonment for life, while section 146 provides that any person who attempts to commit rape is guilty of a felony and is liable to imprisonment for 10 years.

173. Section 147 provides that any male person who has carnal knowledge of a female person irrespective of whether it is with the consent or not of such female person, who is to his knowledge his granddaughter, daughter, sister or mother, shall be guilty of the offence of incest and shall be liable to imprisonment for seven years.

174. The abduction of a woman is punishable as a felony with imprisonment for seven years (section 148). In accordance with section 149, the abduction of an unmarried woman under 16 years of age is considered a misdemeanour.

175. Section 151 provides that any person who unlawfully and indecently assaults any female is guilty of a misdemeanour.

176. Section 153 provides the following:

> "153. (1) Any person who unlawfully and carnally knows a female under the age of 13 years is guilty of a felony and is liable to imprisonment for life.
>
> "(2) Any person who attempts to have unlawful carnal knowledge of a female under the age of 13 years is guilty of a misdemeanour and is liable to imprisonment for three years."

177. Section 154 provides that the unlawful carnal knowledge of a woman or the attempt to have carnal knowledge of a woman between the ages of 13 and 16 years is punishable as a misdemeanour. It is, however, a defence to such a charge if it is proved to the court that the accused had reasonable cause to believe that the woman was of or above the age of 16 years.

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178. In accordance with section 155, "Any person who knows a female to be an idiot or imbecile, has or attempts to have unlawful carnal knowledge of her in circumstances not amounting to rape, is guilty of a misdemeanour".

179. Section 156 provides for the suppression of brothels and the termination of tenancies of premises on conviction for permitting their use as brothels.

180. Section 157 provides:

"Any person who:

"(a) Procures a girl or woman who is under the age of twenty-one years to have unlawful carnal connection with any other person or persons, either in the Republic or elsewhere; or

"(b) Procures a woman or girl to be a common prostitute, either in the Republic or elsewhere; or

"(c) Procures a woman or girl to leave the Republic with intent that she may become an inmate of a brothel elsewhere; or

"(d) Procures a woman or girl with intent that she may for the purposes of prostitution become an inmate of a brothel in the Republic or elsewhere,

"is guilty of a misdemeanour."

181. Section 159 provides that procuring the defilement of a woman by threats or fraud or administering drugs is a misdemeanour.

182. Section 160 provides that any person who, being the owner or occupier of premises, permits the defilement of a woman under 13 years on his premises is guilty of a felony and liable to imprisonment for five years.

183. In case the woman is over 13 years and under 16 years, section 161 provides that the offence committed is a misdemeanour.

184. Section 162 provides that any person who detains any woman against her will with the intent that she will be unlawfully carnally known by any man or in any brothel is guilty of a misdemeanour and is liable to imprisonment for two years.

185. Section 164 provides that any person who knowingly lives wholly or in part on the earnings of prostitution or in any public place persistently solicits or importunes for immoral purposes is guilty of a misdemeanour.

186. Section 165 provides that every woman who is proved to have, for the purpose of gain, exercised control, direction or influence over the movements of a prostitute in such a manner as to show that she is aiding, abetting or compelling her prostitution with any person, or generally, is guilty of a misdemeanour.

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187. Section 166 provides that any person who conspires with another to induce any female, by means of any false pretence or other fraudulent means, to permit any person to have unlawful carnal knowledge of her is guilty of a felony, and is liable to imprisonment for three years.

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IX. ARTICLE 7. POLITICAL AND PUBLIC LIFE AND NATIONAL GUARD

A. Political life

Right to vote and to stand for election

188. Date on which women in Cyprus obtained the right to vote and to stand for election. Women in Cyprus obtained the right to vote and to stand for election in 1960, the same year Cyprus gained its independence.

189. Equality of men and women in obtaining these rights. Men and women obtained the right to vote and to stand for election in equal conditions.

190. Procedure for registration on electoral registers. Such registration is compulsory and is identical for men and women.

191. Exercise of the right to vote. Voting is compulsory in Cyprus for men and women alike. Voting by proxy does not exist in Cyprus.

Women in political parties

192. Women founders of political parties. Several women were among the founders of the political parties in Cyprus.

193. Membership and militancy. The percentage of women membership among the wider membership of the political parties represented in the House of Representatives is as follows:

Party	Percentage
Democratic Rally	18 per cent
Progressive Party of the Working People (AKEL)	25 per cent
Democratic Party	30 per cent
EDEK Socialist Party	6 per cent

194. Presence of women in governing bodies:

(a) The number/percentage of women in the governing bodies of the political parties represented in the House of Representatives is as follows:

(i) Democratic Rally:

Central Executive Secretariat: 4 out of 17, or 25 per cent;

Supreme Council: 21 out of 135, or 15 per cent;

District Councils: 27 out of 206, or 13 per cent;

(ii) AKEL:

Central Committee: 11 out of 100 members, or 11 per cent;

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(iii) Democratic Party:

Governing bodies: about 20 per cent

(iv) EDEK Socialist Party:

Central Committee: 10 per cent;

Political Bureau: 6 per cent;

(b) Only in the case of the Democratic Rally the numbers/percentages are the results of a quota system. Since 1986 the statute of the party provides that the percentage of women in the collective organs of the party should be the same as the percentage of women members in the respective district. In the case of the other parties there is no quota system.

195. Women party leaders/leader of the party group in the Parliament/other leadership positions. There are no women party leaders or women leaders of party groups in parliament. However, some women hold important positions in various bodies of the parties.

196. Women's branch:

(a) Democratic Rally: There is a women's branch with the following aims:

(i) The activation of women followers of the party and the creation of branch committees at district and local levels;

(ii) The registration of women members;

(iii) The activation and encouragement of women members for greater participation in the party, particularly in decision-making bodies;

(iv) Organizing activities aimed at attracting new members;

(b) AKEL: There is no women's branch. However, there are several party groups (mainly in villages) consisting entirely of women;

(c) Democratic Party: There is a women's branch. Its aims are the contribution of women through the branch to the political, cultural and social field, as well as the safeguarding for women of equality of rights and opportunities. The branch also aims at contributing to the struggle for survival of the Cypriot people. In addition, it strives for achieving greater participation of women in decision-making and promoting understanding and peace between all women world wide;

(d) EDEK Socialist Party: There is a women's branch with the following aims:

(i) The activation of women in the socio-political and economic fields;

(ii) The establishment of a society free from repression, exploitation and discrimination;

(iii) The solution of the many and special problems confronting women in all fields of life in Cyprus;

(iv) The termination of the Turkish occupation of Cyprus, the return of all refugees to their homes, the restoration of the human rights of the Cypriot people and the prevalence of peace.

Measures to reinforce women's participation in political life

197. Positions of principle with regard to the introduction of measures to facilitate women's participation in political life. The principle of the equality of the sexes is included in the Constitution. Article 28 states *inter alia* that "every person shall enjoy all the rights and liberties provided for in this Constitution without any direct or indirect discrimination against any person on the ground of his community, race, religion, language, sex, political or other convictions ...".

198. This constitutional provision is upheld in government policy and in legislation adopted by the House of Representatives which is related to equal opportunities for women. The provision of such opportunities in various fields naturally affects the status of women and consequently the scope for their participation in political life.

199. Quota system within political parties:

(a) AKEL, the Democratic Party and EDEK Socialist Party have not adopted a quota system;

(b) In the case of the Democratic Rally, the quota system for its collective organs was adopted in 1986. It is compulsory (see para. 194 (b) above). It does not apply for candidacies in national elections. The quota system has resulted in an increase in women's participation in the party.

Women's access to parliament

200. The first woman in parliament. The first woman in parliament was elected in 1981. Members of the House cannot be appointed.

201. Percentage of women candidates in the last elections to the House of Representatives:

(a) Total number of candidates: 296;

(b) Number of women candidates: 31;

(c) Percentage of women candidates: 10.47.

202. Presence of women in the House during the previous legislature and the current one:

(a) Previous legislature:

Date of elections: 8 December 1985;

Total number of seats in the House: 56 (the total number of seats is 80. Of these the 24 seats which are reserved for Turkish Cypriot members remain vacant);

Number/percentage of women: 1 member or 1.78 per cent;

(b) Current legislature:

Date of elections: 19 May 1991;

Total number of seats in the House: 56 (see (a) above)

Number/percentage of women: 3 members or 5.36 per cent.

203. The changes in the composition of the House are solely owing to the recent elections. There has not been a change in the parliamentary structure or the electoral system between the two elections.

204. Electoral system. The system of proportional representation in Cyprus is such that the order of candidates on the party's list does not affect their electoral prospects. The voter selects a number of the candidates from one party and the persons elected from the party are the ones who receive most of the preferences. This method ensures that all candidates, including women, have equal chances for election irrespective of the order of names on the list.

Women in national parliaments

205. Speaker of parliament. The President of the House is not a woman. A woman has never been President of the House.

206. Presence of women in the governing body of the parliament. There is no governing body in the House of Representatives.

207. Chairwoman or officer of a committee. A woman is Deputy-Chairperson of the Foreign Affairs Committee. A woman is also Deputy-Chairperson of the Committee on Educational Affairs.

208. Other functions exercised by women in Parliament. The clerks of the House are members appointed by the President of the House. In the current legislature one of the two clerks is a woman. The functions of the clerks are defined in the rules of procedure of the House as follows:

> "The clerks shall help the President in conducting the proceedings of the House, shall read in the House any document deemed by the President that should be read, shall register in order of request the names of the

representatives asking for the right to speak, shall help the President during the voting and shall write down the decisions taken."

209. Fields in which women parliamentarians are active: The percentage of women on parliamentary committees concerned with the issues stated, bearing in mind that these issues do not exactly match the field of competence of the various committees, is as follows:

(a) National security, defence, military affairs: no women members;

(b) Foreign affairs: 22.2 per cent;

(c) Finance: no women members;

(d) Legislation. This is a field covered by various committees. As regards legal issues, the percentage on the Legal Affairs Committee is 7.7 per cent;

(e) Public administration. This issue is within the competence of either the Committee on Finance and Budgetary Affairs (no women members) or the Committee on Legal Affairs (7.7 per cent);

(f) Infrastructure and development. This issue is dealt with by the Committee on Domestic Affairs (no women members), the Committee on Communications and Works (no women members) and as far as the budgetary aspect is concerned, the Committee on Finance and Budgetary Affairs (no women members);

(g) Economic and trade matters. The Committee on Trade and Industry has no women members;

(h) Labour: 11.1 per cent;

(i) Family-related questions. This issue is within the competence of the Committee on Legal Affairs (7.7 per cent);

(j) Health: no women members;

(k) Science and education (Committee on Educational Affairs): 11.1 per cent;

(l) Research and technology. This issue falls within the competence of various committees, with the Committee on Communications and Work (no women members) dealing more often with related issues;

(m) Environment: 22.2 per cent;

(n) Religious questions. They are more often examined by the Committee on Educational Affairs (11.1 per cent) and the Committee on Legal Affairs (7.7 per cent).

210. Specialized parliamentary committee. There is no committee in the House specially responsible for dealing with questions relating to women and their status.

211. Inter-party group of women parliamentarians. An inter-party group of women parliamentarians does not exist in the House of Representatives.

212. Women holding high-level positions in the parliamentary administration. None of the positions of permanent secretary of the House or directors of departments are held by women.

Women in the national governmental administration

213. Head of State. The position of Head of State is not held by a woman. A woman has never been Head of State in Cyprus.

214. Members of the Government. After 23 years another woman minister was appointed in the new Government as from March 1993. She is the Minister of Education and Culture.

B. National Guard

215. The National Guard was founded under the law No. 20 of 1964, according to which compulsory service in the National Guard by all men completing 18 years of age up to 50 years of age is legislated.

216. In 1984, the Ministry of Defence introduced to the House of Representatives (Parliament) a bill entitled "The law of 1984 concerning the National Guard (female recruiting)".

217. During the study of the bill by the parliamentary Committee of Internal Affairs, several organizations representing women's rights were called upon to express their views. The bill was withdrawn from parliament in 1985 and since then the matter has remained stagnant.

218. The opinion of women's organizations is divided:

(a) One side accepts the enlistment of women in the National Guard, stating that the protection of one's country is the duty of all its citizens, and points out the vital role women can play in the National Guard. Those supporting this idea believe that the one-sided recruiting of men only to the National Guard allows the differentiation between men and women and hence restricts equal opportunities in life. It is stressed, however, that the bill can only be accepted and passed after thorough social and financial study taking into account all aspects of the issue;

(b) On the other side there are organizations that are of the opinion that voting in favour of this particular bill will degrade woman's position in society and that military service will not give women the equality they want. On the contrary, it will produce an extra burden on Cypriot women who still are mainly responsible for the upbringing of children. It will also create a problem in the economy of the country.

219. Since 1985, the bill has not come forward into parliament and no action in this direction has been taken.

220. In 1990, however, the Ministry of Defence, in an effort to solve the National Guard's constantly increasing personnel problems, hired, according to contract, volunteer female officers.

221. This, however, has nothing to do with recruiting women on a compulsory or volunteer basis, as it is a professional agreement helping to overcome certain prejudices concerning woman's ability to contribute to the National Guard.

222. Finally, the conclusion can be made according to the results so far, that women can cope not only with military training but also carry out many other duties in the army.

X. ARTICLE 8. REPRESENTATION AT THE INTERNATIONAL LEVEL

223. There is no legal impediment or any form of restriction with regard to opportunities offered to women to represent their Government at the international level and to participate in the work of international organizations. In reality, however, the situation is not satisfactory for the following reasons:

(a) Participation of government delegates in meetings at the international level usually involves high-ranking officials of different departments, most often at the director's level. The fact that their proportion at the top level of the hierarchy is negligible is by itself an obstacle in women's participation in such meetings;

(b) Presently there is no Cypriot woman serving in international organizations at the professional level for reasons similar to (a) above. Family responsibilities and existing prejudices constitute an additional obstacle in hindering women's mobility at the international level.

224. In the Foreign Service of the Republic women represent 8 per cent of the diplomatic personnel. The first women diplomats entered the Foreign Service in 1977, 17 years after its establishment. There are presently no women at the rank of ambassador, the highest level reached so far being that of first counsellor. Because of the regulations governing promotions to different ranks within the Foreign Service, it is simply a matter of time for women to reach the highest levels of the service.

225. As regards participation of women diplomats in international meetings, the situation is more encouraging compared with the civil service at large, because of the nature of the duties involved demanding frequent participation in such meetings. Cypriot women diplomats have also been posted and represented their country in important embassies/high commissions of the Republic as well as in such international organizations as the United Nations and the Organization for Security and Cooperation in Europe (OSCE). Cypriot women diplomats have also served as consuls general of the Republic and have occasionally headed delegations of Cyprus to international meetings.

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XI. ARTICLE 9. NATIONALITY

226. The conditions for acquiring Cypriot nationality are less strict in the case of an alien wife of a Cypriot man than an alien husband of a Cypriot woman.

227. Sections 4 and 5 of Law No. 43/1967 provide:

> "4. (1) A person born in the Republic on or after the 16th day of August 1960, shall be a citizen of the Republic if:
>
> "(a) At the time of the person's birth his father was a citizen of the Republic or, if not living at the time of the birth, the father would, but for his death be entitled to become a citizen of the Republic; or
>
> "(b) At the time of the person's birth, the father being stateless, the person's mother was a citizen of the Republic; or
>
> "(c) Being an illegitimate child, his mother was, at the time of the person's birth, a citizen of the Republic; or
>
> "(d) He is not entitled to acquire on his birth any other citizenship.
>
> "(2) A person born on or after the 16th day of August 1969, in any foreign country shall be a citizen of the Republic if:
>
> "(a) At the time of the person's birth his father was a citizen of the Republic or if not living at the time of the person's birth, would, but for his death, be entitled to become a citizen of the Republic either under annex D or under this law or, the person being an illegitimate child, his mother was at the time of the person's birth a citizen of the Republic; and
>
> "(b) The person's birth is registered in the prescribed manner within two years of its occurrence or within two years of the coming into operation of this Law, whichever is later, or within such extended period as the Minister may, in any particular case, for good cause shown, authorize:
>
> "Provided that a person who becomes a citizen of the Republic upon the date of the expiration of the year from the day on which that person attains the age of twenty-one years unless:
>
> a. At such date, the person has his place of ordinary residence in the Republic; or
>
> b. That person has, before such date and after attaining the age of twenty-one years, filed in the prescribed manner a declaration of retention of citizenship of the Republic:
>
> "Provided further that a person who has ceased to be a citizen of the Republic under this subsection may resume citizenship of the Republic if he files a petition for its resumption in the prescribed manner and such petition is approved by the Minister.

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"If the Minister so directs, a birth shall be deemed, for the purposes of subsection (2), to have been registered with his authority notwithstanding that his authority was not obtained before registration.

"5. (1) Subject to the provisions of subsection (4), a citizen of the United Kingdom and colonies or of a Commonwealth country, being a person of Cypriot origin and of full age and capacity, shall be entitled, on making application therefore to the Minister in the prescribed manner and on making the affirmation of faith to the Republic, to be registered as a citizen of the Republic if such person satisfies the Minister that:

"(a) He is ordinarily resident in Cyprus and has been so resident throughout the period of twelve months, or such shorter period as the Minister may in the special circumstances of any particular case accept, immediately preceding the date of his application, or he is in the public service of the Republic; and

"(b) He is of good character; and

"(c) He intends to continue to reside in the Republic or to continue in the public service of the Republic, as the case may be.

"For the purposes of this subsection:

"'Commonwealth country' means any country other than the Republic which is, on the date of the coming into operation of this law, a member of the British Commonwealth and includes the Republic of Ireland and any other country declared, by an order of the Council of Ministers, to be a Commonwealth country for the purposes of this subsection;

"'Person of Cypriot origin' means a person who was born in Cyprus at a time when his parents were ordinarily resident in Cyprus and includes any person descended in the male line from such person.

"(2) The Minister may, subject to the provisions of subsection (4), upon application in the prescribed manner and on making the affirmation of faith to the Republic in the form specified in the first schedule, cause to be registered as a citizen of the Republic, whether or not she is of full age and capacity, an alien married woman who satisfies the Minister that:

"(a) She is the wife or widow of a citizen of the Republic or she has been the wife of a person who would but for his death have become or been entitled to become a citizen of the Republic; and

"(b) She has resided with her husband for a period of not less than one year.

"(3) The Minister may cause the minor child of any citizen of the Republic to be registered as a citizen of the Republic upon application made in the prescribed manner by a parent or guardian of the child.

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"(4) A person who has renounced or has been deprived of citizenship of the Republic, shall not be entitled to be registered as a citizen thereof under this section, but may be so registered with the approval of the Minister.

"(5) A person registered under this section shall be a citizen of the Republic by registration as from the date of which he is registered."

228. The Convention on the Nationality of Married Women of 1957 provides that marriage to an alien does not affect automatically the nationality of the wife. This Convention had been ratified by Britain when Cyprus was a British colony and has been in force in Cyprus since 1971 as a notification of succession has been made. The Convention also provides that the change of nationality of the husband does not automatically change the nationality of the wife.

229. Women do not enjoy equal rights with men with respect to the nationality of their children.

230. The Republic of Cyprus citizenship law No. 432/67 provides in section 4 that for the citizenship of the children only the citizenship of the father is taken into account, unless they are illegitimate or the father has no citizenship, in which case the citizenship of the mother is taken into account.

231. The Government of Cyprus has currently a reservation on article 9, paragraph 2.

XII. ARTICLE 10. EDUCATION

A. Paragraph (a)

232. In Cyprus the standard of education of both men and women is generally high. According to the Cyprus Constitution, every citizen has the right to education without any discrimination.

233. The Cyprus Ministry of Education takes all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure equal education opportunities for both sexes. The same conditions apply for career and vocational guidance, for access to studies and for the acquiring of diplomas in educational institutions of all categories in rural as well as in urban areas. This equality is ensured in pre-school, primary, secondary, technical, professional and higher technical education, as well as in all types of vocational training. Primary education is compulsory and free; secondary general, technical and vocational education is also free.

234. Some 99 per cent of the graduates of primary education are enrolled in secondary schools. From these 89 per cent complete the first cycle of secondary education and 80 per cent complete the second cycle. These percentages do not substantially differ between boys and girls.

235. Also the proportion of girls in the primary and secondary school population is roughly equal to that of boys.

236. Although career and vocational guidance is equally available to boys and girls and both sexes are equally informed of the full range of vocational opportunities, a high percentage of girls continue to select subjects which lead to professions that are traditionally considered to be suitable for women (i.e., teachers, nurses, secretaries). For example, the percentage of girls who follow technical/vocational education is very low compared with that of boys. As can be seen from table 2 below, the participation of girls has improved considerably since 1975/76, although it is still very low. Furthermore, over half of the girls follow subjects that are traditionally considered to be for women (i.e., dressmaking).

237. There are also big differences in the selection of subjects in the second cycle, general (see table 3). The percentage of girls who select secretarial studies, foreign languages, humanities, etc., is higher than that of boys.

238. Taking into consideration the sex stereotyping in selecting subjects and following a career, the Ministry of Education is taking all appropriate measures to counter this. Recently a decision was taken gradually to replace all teachers teaching career education with career counsellors qualified at the master's level. The first six have already been appointed.

239. The gross enrolment ratio in the third level of education is 32 per cent for girls and 37 per cent for boys. The percentage of women in the schools of tertiary education in Cyprus is higher than that of men and is increasing at a faster rate than the percentage of women in tertiary education in schools abroad

(see table 2). Women in tertiary education also select to a great degree subjects that are considered to be suitable for women. This tendency is more obvious in tertiary education in Cyprus.

240. The number of students who follow post-graduate studies is 593 men and 212 women.

241. It should be noted that the proportion of students in tertiary education among the population is internationally very high (20.8 for every 1,000 inhabitants).

B. Paragraph (b)

242. All students have the right to follow the same curricula, to take the same examinations, to be taught by teaching staff with qualifications of the same standard, in school premises of the same quality and to use equipment of the same quality.

243. There are the same curricula options and access to the same activities at all levels of education except in home economics and technical skills. Until recently, home economics was offered only to girls and technical skills only to boys. The Ministry of Education is considering the abolition of the differentiation in the curricula between boys and girls in these two subjects. As a first step, technical skills is being developed as a programme of craft, design and technology and is being offered to both sexes on an experimental basis.

244. The problem was expected to be solved completely with the nine-year compulsory school system which was to be introduced from the academic year 1991/92. In this system, all curricula and access to all activities was to be the same for both sexes.

C. Paragraph (c)

245. Since 1979/80, all public and private schools have been coeducational.

246. In all school programmes, textbooks and teaching methods, the Ministry of Education takes into consideration the development of positive attitudes among boys and girls with regard to equality between the two sexes.

247. Most of the teachers of primary and secondary education are women, although in the higher positions there are more men than women.

248. In 1989/90, 260 women and 402 men were employed in third-level education in public and private institutions.

D. Paragraph (d)

249. There are equal opportunities for scholarships and other study grants.

250. In Cyprus grants and scholarships are available from foreign countries, United Nations agencies, international organizations and the Government of Cyprus. These grants and scholarships are not available solely for women or solely for men.

251. The scholarship board always selects candidates on merit, without sex discrimination, taking into account the qualifications, personality and suitability of the candidates.

252. For the academic year 1988/89, with 200 applicants the scholarships offered by the Government of Cyprus, the Scholarship Board approved 60 grants for women and 40 grants for men.

E. Paragraph (e)

253. The same opportunities are ensured for access to programmes of continuing education, including adult and functional literacy programmes. Illiteracy exists only among old people, because since 1960 primary education has been compulsory and free.

254. In 1988/89, of the students enrolled in adult education programmes of the Ministry of Education, 70 per cent were women and 30 per cent were men. Although there are no barriers for women, the main subjects in which they participate are those traditionally considered to be suitable for women, i.e., shorthand, typing, dressmaking and home economics.

255. The teaching staff offering such programmes are primary education teachers and special personnel (for special subjects), with an equal number of men and women.

F. Paragraph (f)

256. In Cyprus, the student drop-out rate is very low.

257. In 1988/89, 99.2 per cent of the girls and 99.7 per cent of the boys who completed their elementary education went on to secondary education. During the same year, 0.9 per cent of the girls and 1.5 per cent of the boys dropped out of secondary education (out of all classes and all schools).

258. For students who leave school prematurely there are evening classes for secondary general, technical and vocational education. There are also adult educational programmes in a great variety of subjects.

G. Paragraph (g)

259. There are the same opportunities for boys and girls to participate actively in sports and physical education programmes.

H. Paragraph (h)

260. Educational information, including information and advice on family planning and family education, is included in the subjects of home economics and child care. Child care is included in the group of supplementary subjects which are optional for the second and third grades of upper secondary education. However, most of the students (boys and girls) do not select child care because they prefer other subjects which they believe are more useful for their further studies.

261. Many similar subjects are also included in adult education programmes of the Ministry of Education.

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Table 2. Participation of women in education, 1975-1990

	Number of women			Percentage of total accounted for by women		
	1975/76	1981/82	1989/90	1975/76	1981/82	1989/90
Preprimary	2 067	5 481	10 514	48.9	47.5	47.8
Primary	27 368	22 552	29 368	48.4	48.9	48.3
Secondary a/						
First cycle	12 590	13 266	11 880	47.4	49.2	48.4
Second cycle, general	10 611	10 506	8 851	56.0	57.5	53.0
Second cycle, technical	234	266	486	6.0	7.4	15.6
Higher						
Cyprus	241 b/	752	3 198	40.0	38.0	54.6
Overseas	4 445	4 505	3 696 c/	37.8	38.7	39.3 c/

a/ The first cycle includes the first three grades and the second cycle includes the fourth up to the final grade of public and private secondary schools. Technical education includes vocational.

b/ Includes only the public sector.

c/ Refers to the 1988/89 school year.

Table 3. Pupils in secondary education in the second cycle of studies, by stream and sex, 1970-1990

(Percentages)

	General	Clas-sical	Commercial and secretar-ial	Science	Technical and vocational	Level								
						1	2(A)	2(B)	3	4(A)	4(B)	5	General	Total
1970/71 Boys	4.8	19.2	33.3	20.8	21.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Girls	16.0	31.1	40.6	9.6	2.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
1971/72 Boys	2.8	22.1	29.6	20.4	25.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Girls	13.6	33.1	40.1	10.3	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
1972/73 Boys	3.7	21.5	30.6	19.7	24.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Girls	11.5	32.4	41.3	11.4	3.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
1973/74 Boys	3.3	16.3	28.5	24.0	27.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Girls	11.2	28.4	43.4	12.5	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
1974/75 Boys	3.9	15.6	27.4	21.8	31.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Girls	6.7	28.6	48.4	14.0	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
1975/76 Boys	2.7	16.0	26.5	24.0	30.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Girls	4.6	28.7	47.9	16.7	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
1976/77 Boys	4.1	14.7	23.6	26.0	31.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Girls	2.9	27.1	49.1	18.0	2.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
1977/78 Boys	3.8	13.1	20.3	27.2	32.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.8	100.0
Girls	4.4	26.3	44.2	19.6	3.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.2	100.0
1978/79 Boys	3.4	10.6	17.1	26.0	33.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.7	100.0
Girls	2.6	22.9	40.4	18.2	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11.4	100.0
1979/80 Boys	3.1	8.3	16.6	23.8	31.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.9	100.0
Girls	2.1	19.5	37.9	15.0	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	21.0	100.0

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		General	Clas- sical	Commercial and secretar- ial	Science	Technical and vocational	Level								Total
							1	2(A)	2(B)	3	4(A)	4(B)	5	General	
1980/81	Boys	3.2	6.5	12.1	18.3	31.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	28.6	100.0
	Girls	1.8	14.1	26.1	10.9	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	44.3	100.0
1981/82	Boys	5.1	2.8	5.9	9.3	30.1	2.6	15.7	3.1	6.8	9.4	0.7	0.4	8.1	100.0
	Girls	3.0	7.6	14.3	5.2	2.5	6.6	9.2	0.8	6.9	13.3	16.8	3.5	10.3	100.0
1982/83	Boys	5.5	1.4	2.3	1.7	29.9	3.6	21.2	6.0	11.0	15.9	0.5	1.0	0.0	100.0
	Girls	4.6	1.3	4.4	1.1	2.7	9.0	11.8	3.0	12.4	22.3	21.7	5.7	0.0	100.0
1983/84	Boys	6.3	0.0	0.0	0.0	29.5	4.3	22.3	4.2	13.8	17.1	1.0	1.5	0.0	100.0
	Girls	4.4	0.0	0.4	0.0	2.6	8.7	12.0	2.0	16.3	26.0	20.3	7.3	0.0	100.0
1984/85	Boys	6.7	0.0	0.0	0.0	29.4	3.1	21.6	3.5	16.8	17.1	0.3	1.5	0.0	100.0
	Girls	4.9	0.0	0.5	0.0	3.4	7.2	10.9	1.5	19.2	29.8	13.5	9.1	0.0	100.0
1985/86	Boys	7.6	0.0	0.0	0.0	30.1	3.0	20.0	2.8	17.5	17.3	0.2	1.5	0.0	100.0
	Girls	5.8	0.0	0.0	0.0	4.2	7.2	10.1	1.3	20.5	30.4	10.8	9.7	0.0	100.0
1986/87	Boys	7.0	0.0	0.0	0.0	28.5	2.8	19.6	2.6	19.9	17.7	0.3	1.6	0.0	100.0
	Girls	5.1	0.0	0.6	0.0	4.0	7.7	9.7	1.5	23.0	29.8	8.5	10.1	0.0	100.0
1987/88	Boys	8.0	0.0	0.0	0.0	28.1	2.7	18.1	3.2	21.2	16.1	1.2	1.4	0.0	100.0
	Girls	5.4	0.0	0.9	0.0	4.4	8.7	9.1	1.5	24.3	27.3	8.9	9.5	0.0	100.0
1988/89	Boys	9.2	0.0	0.0	0.0	28.3	2.8	18.0	2.2	21.9	15.9	0.4	1.3	0.0	100.0
	Girls	6.2	0.0	0.7	0.0	4.9	9.4	10.3	1.2	24.6	27.7	5.8	9.2	0.0	100.0
1989/90	Boys	10.3	0.0	0.0	0.0	28.5	3.0	18.3	1.7	23.0	13.2	0.5	1.5	0.0	100.0
	Girls	7.8	0.0	0.6	0.0	5.3	11.0	11.8	0.7	26.1	23.9	4.8	8.0	0.0	100.0

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Table 4. Sections and pupils in the second cycle of studies by grade and stream/specialization in public secondary technical/vocational schools, 1989/90

Subject	Grade IV				Grade V				Grade VI				Total			
	Sections				Sections				Sections				Sections			
	General	Technical	Laboratory	Pupils	General	Technical	Laboratory	Pupils	General	Technical	Laboratory	Pupils	General	Technical	Laboratory	Pupils
A. Technical department																
Mechanics	2.5	3.0	3.0	31	1.5	2.0	2.0	18	2.0	3.0	3.0	28	6.0	8.0	8.0	77
Automobile mechanics	1.5	2.0	2.0	25	1.0	1.0	2.0	18	1.0	2.0	2.0	23	3.5	5.0	6.0	66
Electronic technicians	3.5	4.0	5.0	76	4.5	5.0	6.0	76	4.5	5.0	8.0	98	12.5	14.0	19.0	250
Electrical installations	1.5	2.0	2.0	25	2.5	3.0	3.0	28	2.5	3.0	4.0	39	6.5	8.0	9.0	92
Electronic computers	2.5	2.0	3.0	43	2.0	2.0	3.0	42	2.0	2.0	4.0	45	6.5	6.0	10.5	130
Instruction works	3.5	4.0	5.0	52	3.0	3.0	4.0	48	4.0	4.0	5.0	57	10.5	11.0	14.0	157
Graphic arts	2.5	3.0	3.0	46	2.5	3.0	3.0	34	2.0	3.0	3.0	36	7.0	9.0	9.0	116
Other	1.0	1.0	1.0	13	0.0	0.0	0.0	0	0.0	0.0	0.0	0	1.0	1.0	1.0	13
Total technical department	18.5	21.0	24.0	311	17.0	19.0	23.0	264	18.0	22.0	29.0	326	53.5	62.0	76.0	901

Subject	Grade IV				Grade V				Grade VI				Total			
	Sections				Sections				Sections				Sections			
	General	Technical	Laboratory	Pupils	General	Technical	Laboratory	Pupils	General	Technical	Laboratory	Pupils	General	Technical	Laboratory	Pupils
								B. Vocational department								
Machinist, fitters	1.0	2.0	2.0	31	2.0	3.0	3.0	33	2.5	3.0	4.0	34	5.5	8.0	9.0	98
Auto mechanics	4.5	5.0	7.0	90	4.5	5.0	7.0	77	4.0	6.0	7.0	94	13.0	16.0	21.0	261
Sheet metal welders	0.5	1.0	1.0	12	0.5	1.0	1.0	9	1.0	2.0	2.0	13	2.0	4.0	4.0	34
Welders	2.5	4.0	4.0	45	2.0	3.0	3.0	31	2.5	4.0	5.0	54	7.0	11.0	12.0	130
Electrical installations	3.5	5.0	6.0	82	2.5	4.0	4.0	50	3.0	4.0	5.0	69	9.0	13.0	15.0	201
Domestic appliances	3.0	3.0	4.0	60	2.5	3.0	4.0	50	4.0	4.0	5.0	62	9.5	10.0	13.0	172
Electronic technicians	2.5	3.0	4.0	58	2.5	3.0	5.0	55	3.5	4.0	6.0	79	8.5	10.0	15.0	192
Cabinet makers/ carpenters	4.0	5.0	6.0	77	4.0	5.0	6.0	70	4.5	6.0	8.0	86	12.5	16.0	20.0	233
Builders	2.0	2.0	2.0	33	2.0	3.0	3.0	25	2.5	4.0	4.0	27	6.5	9.0	9.0	85
Draftsman	2.5	2.0	4.0	59	2.0	1.0	3.0	41	2.0	1.0	3.0	37	6.5	4.0	10.0	137
Dressmakers	4.5	5.0	7.0	87	6.0	6.0	6.0	91	0.0	0.0	0.0	0	10.5	11.0	13.0	178
Ceramics	2.0	2.0	4.0	12	0.0	0.0	0.0	0	0.0	0.0	0.0	0	2.0	2.0	4.0	12
Hotel/catering	9.0	7.0	16.0	251	1.0	2.0	2.0	11	0.0	0.0	0.0	0	10.0	9.0	18.0	262
Waiters	0.0	0.0	0.0	0	6.0	5.0	8.0	99	0.0	0.0	0.0	0	6.0	5.0	8.0	99
Cooks	0.0	0.0	0.0	0	7.0	6.0	8.0	102	0.0	0.0	0.0	0	7.0	6.0	8.0	102
Other	1.5	2.0	2.0	20	0.0	0.0	0.0	0	0.0	0.0	0.0	0	1.5	2.0	2.0	20
Total vocational department	43.0	48.0	69.0	917	44.5	50.0	63.0	744	29.5	38.0	49.0	555	117.0	136.0	181.0	2 216
Grand total	61.5	69.0	93.0	1 228	61.5	69.0	86.0	1 008	47.5	60.0	78.0	881	170.5	198.0	257.0	3 117
Pupils per section in Technical Department	16.8	14.8	13.0		15.5	13.9	11.5		18.1	14.8	11.2		16.8	14.5	11.8	
Pupils per section in Vocational Department	21.3	19.1	13.3		16.7	14.9	11.8		18.8	14.6	11.3		18.9	16.3	12.2	
Pupils per sections in both departments	20.0	17.8	13.2		16.4	14.6	11.7		18.6	14.7	11.3		18.3	15.7	12.1	

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Table 5. Cypriot students abroad by field of study, 1970-1989

Field of study/programme	Sex	1970/ 71	1974/ 75	1975/ 76	1976/ 77	1977/ 78	1978/ 79	1979/ 80	1981/ 82	1984/ 85	1985/ 86	1986/ 87	1987/ 88	1988/ 89
Education	Total	186	175	126	57	68	56	53	35	35	40	41	45	43
	Male	88	21	29	31	37	39	38	20	13	13	7	10	8
	Female	98	154	97	26	31	17	15	15	22	27	34	35	35
Fine arts	Total	168	304	162	206	215	237	284	285	309	348	382	402	434
	Male	82	132	79	93	98	115	142	134	122	129	147	153	161
	Female	86	172	83	113	117	122	142	151	187	219	235	249	273
Humanities	Total	959	1 614	1 692	1 696	1 638	1 593	1 460	1 121	709	637	595	535	489
	Male	426	453	496	522	524	455	424	274	166	151	137	132	110
	Female	533	1 161	1 196	1 174	1 114	1 138	1 036	847	543	486	458	403	379
Religion and theology	Total	47	76	84	100	99	111	104	98	90	89	98	94	86
	Male	44	54	56	74	75	82	76	64	60	63	73	72	67
	Female	3	22	28	26	24	29	28	34	30	26	25	22	19
Social sciences	Total	729	1 380	1 219	1 369	1 372	1 360	1 283	2 105	1 394	1 322	1 225	1 129	1 076
	Male	600	848	762	918	942	914	865	1 257	829	798	729	669	652
	Female	129	532	457	451	430	446	418	848	565	524	496	460	424
Commercial and business administration	Total	416	980	1 629	1 814	1 917	1 905	1 861	1 034	1 316	1 429	1 441	1 463	1 478
	Male	345	613	1 098	1 165	1 208	1 184	1 167	747	893	953	965	969	967
	Female	71	367	531	649	709	721	694	287	423	476	476	494	511
Law	Total	1 040	1 114	1 199	1 205	1 194	1 041	934	689	586	549	501	490	455
	Male	828	651	789	782	752	616	506	308	278	270	236	226	206
	Female	212	463	410	423	442	425	428	381	308	279	265	264	249
Natural science	Total	641	626	455	482	485	490	475	524	487	445	410	396	379
	Male	458	381	252	250	265	249	231	270	247	230	211	210	200
	Female	183	245	203	232	220	241	244	254	240	215	199	186	179
Mathematics and computer science	Total	443	301	264	253	275	316	369	467	620	638	629	618	590
	Male	334	224	183	159	165	183	203	276	391	423	427	435	424
	Female	109	77	81	94	110	133	166	191	229	215	202	183	166
Medical and paramedical	Total	1 382	1 583	1 517	1 540	1 449	1 433	1 425	1 232	1 164	1 199	1 202	1 160	1 136
	Male	918	1 001	930	947	863	858	837	690	586	610	603	584	599
	Female	464	582	586	575	585	575	588	542	578	589	599	576	537
Engineering-technology	Total	1 013	1 372	1 422	1 605	1 753	1 808	1 967	2 175	1 847	1 769	1 674	1 489	1 373
	Male	978	1 273	1 316	1 437	1 570	1 602	1 748	1 919	1 609	1 555	1 477	1 318	1 225
	Female	35	99	106	168	183	206	219	256	238	214	197	171	148
Architectural and town planning	Total	109	283	315	345	368	370	393	399	364	343	331	288	249
	Male	77	182	208	211	228	239	247	239	215	196	188	157	146
	Female	32	101	107	134	140	131	146	160	149	147	143	131	103

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Table 6. Third level Cypriot students abroad by sex, subject and year of study, 1988/89

Subject of study	Sex	Year of study First	Second	Third	Fourth	Fifth	Sixth	Final	Post graduate	Total
Education	MF	4	5	5	6	3	0	6	14	43
	M	0	0	0	2	1	0	1	4	8
	F	4	5	5	4	2	0	5	10	35
Primary education	MF	0	2	1	2	0	0	0	2	7
	M	0	0	0	1	0	0	0	1	2
	F	0	2	1	1	0	0	0	1	5
Special education	MF	1	0	0	0	0	0	1	1	3
	M	0	0	0	0	0	0	1	1	2
	F	1	0	0	0	0	0	0	0	1
Nursery education	MF	1	1	2	1	1	0	2	0	8
	M	0	0	0	0	0	0	0	0	0
	F	1	1	2	1	1	0	2	0	8
School administration	MF	0	0	0	0	0	0	0	2	2
	M	0	0	0	0	0	0	0	1	1
	F	0	0	0	0	0	0	0	1	1
Teaching of languages	MF	0	0	0	0	0	0	0	4	4
	M	0	0	0	0	0	0	0	0	0
	F	0	0	0	0	0	0	0	4	4
Curriculum development	MF	0	0	0	0	0	0	0	1	1
	M	0	0	0	0	0	0	0	0	0
	F	0	0	0	0	0	0	0	1	1
Paedagogical, general	MF	2	2	2	3	2	0	3	4	18
	M	0	0	0	1	1	0	0	1	3
	F	2	2	2	2	1	0	3	3	15
Fine arts	MF	111	113	84	34	13	2	56	21	434
	M	39	48	32	10	3	1	23	5	161
	F	72	65	52	24	10	1	33	16	273
Painting and design	MF	7	5	6	4	3	0	3	0	28
	M	4	4	3	0	0	0	3	0	14
	F	3	1	3	4	3	0	0	0	14
Sculpture	MF	0	0	0	0	0	0	0	1	1
	M	0	0	0	0	0	0	0	0	0
	F	0	0	0	0	0	0	0	1	1
Music	MF	31	21	21	11	4	1	20	10	119
	M	13	8	8	8	1	1	7	3	49
	F	18	13	13	3	3	0	13	7	70
Dramatic arts	MF	3	7	3	1	0	0	0	1	15
	M	0	3	0	1	0	0	0	0	4
	F	3	4	3	0	0	0	0	1	11
Stage scenery	MF	1	0	2	0	0	0	0	0	3
	M	0	0	1	0	0	0	0	0	1
	F	1	0	1	0	0	0	0	0	2

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Subject of study	Sex	Year of study								
		First	Second	Third	Fourth	Fifth	Sixth	Final	Post graduate	Total
Decoration interior	MF	22	25	13	5	0	0	10	1	76
	M	7	10	2	0	0	0	4	0	23
	F	15	15	11	5	0	0	6	1	53
Photography and cinematography	MF	3	4	5	1	0	0	1	1	15
	M	3	4	4	0	0	0	1	1	13
	F	0	0	1	1	0	0	0	0	2
Graphical arts	MF	10	16	10	3	0	0	6	0	45
	M	3	7	3	0	0	0	1	0	14
	F	7	9	7	3	0	0	5	0	31
Dancing	MF	10	12	5	2	0	0	1	0	30
	M	1	0	0	0	0	0	0	0	1
	F	9	12	5	2	0	0	1	0	29
Fine arts, general	MF	20	12	18	7	6	1	10	4	78
	M	6	7	11	1	2	0	5	1	33
	F	14	5	7	6	4	1	5	3	45
Arts history	MF	0	1	0	0	0	0	1	3	5
	M	0	0	0	0	0	0	1	0	1
	F	0	1	0	0	0	0	0	3	4
Radio and television presentation	MF	1	3	0	0	0	0	0	0	4
	M	1	3	0	0	0	0	0	0	4
	F	0	0	0	0	0	0	0	0	0
Industrial arts	MF	2	1	0	0	0	0	1	0	4
	M	0	0	0	0	0	0	1	0	1
	F	2	1	0	0	0	0	0	0	3
Other fine arts	MF	1	6	1	0	0	0	3	0	11
	M	1	2	0	0	0	0	0	0	3
	F	0	4	1	0	0	0	3	0	8

Table 7. Percentage distribution of population over 15 years of age by level of education

	No education	Primary	Secondary	Tertiary
		1960		
Total	18.3	58.6	20.9	2.3
Men	8.5	61.7	26.5	3.6
Women	27.5	55.7	15.5	1.3
		1987		
Total	5.6	42.6	39.0	12.8
Men	1.9	40.9	43.0	14.2
Women	9.0	44.3	35.3	11.4

Source: Population census, 1960; and Labour Force and Migration Survey, 1986/87.

Table 8. Teachers of pre-primary education by appointment (post) and length of service, 1989/90

Appointment (post)	Length of service in completed years							
	Under 5	5-14	15-24	25-34	35 and over	Not stated	Total	Of which part-time
				A. Public schools				
Headmaster	0	6	1	1	3	2	13	1
Male	0	0	0	0	0	1	1	0
Female	0	6	1	1	3	1	12	1
Teacher, primary school	1	1	0	0	0	0	2	0
Male	0	0	0	0	0	0	0	0
Female	1	1	0	0	0	0	2	0
Teacher, kindergarten	16	195	52	13	0	0	276	0
Male	0	0	0	0	0	0	0	0
Female	16	195	52	13	0	0	276	0
Child-care	1	40	1	0	0	1	43	0
Male	0	0	0	0	0	0	0	0
Female	1	40	1	0	0	1	43	0
Total	18	242	54	14	3	3	334	1
Male	0	0	0	0	0	1	1	0
Female	18	242	54	14	3	2	333	1
				B. Private schools				
Headmaster	32	39	14	7	1	6	99	3
Male	2	2	0	0	0	0	4	1
Female	30	37	14	7	1	0	95	2
Assistant headmaster	1	1	1	0	0	0	3	0
Male	0	0	0	0	0	0	0	0
Female	1	1	1	0	0	0	3	
Teacher, kindergarten	243	104	19	5	0	32	403	11
Male	1	0	1	0	0	0	2	0
Female	242	104	18	5	0	32	401	11
Child-care	48	29	7	0	0	5	89	0
Male	0	0	0	0	0	1	1	0
Female	48	29	7	0	0	4	88	0
Other	0	0	0	0	0	1	1	1
Male	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	1	1	1
Total	324	173	41	12	1	44	595	15
Male	3	2	1	0	0	1	7	1
Female	321	171	40	12	1	43	588	14

Table 9. Teachers of primary education by appointment (post) and length of service, 1989/90

Appointment (post)	Length of service in completed years							
	Under 5	5-14	15-24	25-34	35 and over	Not stated	Total	Of which part-time
				A. Public schools				
Headmaster	1	0	0	166	95	0	262	0
Male	1	0	0	141	65	0	207	0
Female	0	0	0	25	30	0	55	0
Assistant headmaster	0	0	8	372	69	0	449	0
Male	0	0	8	222	22	0	252	0
Female	0	0	0	150	47	0	197	0
Teacher, primary school	627	327	547	418	10	0	1 929	4
Male	150	126	256	206	3	0	741	2
Female	477	201	291	212	7	0	1 188	2
Teacher, kindergarten	12	18	1	0	0	0	31	0
Male	0	0	0	0	0	0	0	0
Female	12	18	1	0	0	0	31	0
Total	640	345	556	956	174	0	2 671	4
Male	151	126	264	569	90	0	1 200	2
Female	489	219	292	387	84	0	1 471	2
				B. Private schools				
Headmaster	1	1	6	1	0	0	9	0
Male	1	0	1	1	0	0	3	0
Female	0	1	5	0	0	0	6	0
Assistant headmaster	0	2	0	0	0	0	2	0
Male	0	1	0	0	0	0	1	0
Female	0	1	0	0	0	0	1	0
Teacher, primary school	87	55	6	4	2	10	164	27
Male	12	8	1	2	1	1	25	5
Female	75	47	5	2	1	9	139	22
Total	88	58	12	5	2	10	175	27
Male	13	9	2	3	1	1	29	5
Female	75	49	10	2	1	9	146	22

Table 10. Teachers of secondary education by appointment (post) and length of service, 1989/90

Appointment (post)	Length of service in completed years						
	Under 5	5-14	15-24	25-34	35 and over	Not stated	Total
			A. Public secondary general				
Teacher, primary school	1	0	0	0	0	0	1
Male	0	0	0	0	0	0	0
Female	1	0	0	0	0	0	1
Headmaster	0	0	3	63	6	0	72
Male	0	0	3	58	4	0	65
Female	0	0	0	5	2	0	7
Assistant headmaster	0	0	81	166	8	0	255
Male	0	0	66	108	8	0	182
Female	0	0	15	58	0	0	73
Master, secondary school	303	816	948	209	10	0	2 286
Male	111	357	496	119	6	0	1 089
Female	192	459	452	90	4	0	1 197
Instructor	25	13	3	0	0	0	41
Male	23	12	3	0	0	0	38
Female	2	1	0	0	0	0	3
Total	329	829	1 035	438	24	0	2 655
Male	134	369	568	285	18	0	1 374
Female	195	460	467	153	6	0	1 281
			B. Public secondary technical				
Headmaster	0	0	1	5	3	0	9
Male	0	0	1	5	3	0	9
Female	0	0	0	0	0	0	0
Assistant headmaster	0	2	11	24	4	0	41
Male	0	1	8	24	4	0	37
Female	0	1	3	0	0	0	4
Technologist	0	7	7	1	0	0	15
Male	0	6	7	1	0	0	14
Female	0	1	0	0	0	0	1
Master, secondary school	30	65	51	5	0	0	151
Male	22	51	35	5	0	0	113
Female	8	14	16	0	0	0	38
Instructor	47	127	49	24	0	0	247
Male	39	107	43	24	0	0	213
Female	8	20	6	0	0	0	34
Total	77	201	119	59	7	0	463
Male	61	165	94	59	7	0	386
Female	16	36	25	0	0	0	77

XIII. ARTICLE 11. EMPLOYMENT

A. Paragraph 1 (a)

262. The right to work is safeguarded under the Cyprus Constitution. Specifically, article 25, paragraphs 1 and 2, read as follows:

> "1. Every person has the right to practise any profession or to carry on any occupation, trade or business.
>
> "2. The exercise of this right may be subject to such formalities, conditions or restrictions as are prescribed by law and relate exclusively to the qualifications usually required for the exercise of any profession or are necessary only in the interests of the security of the Republic or the constitutional order or the public safety or the public order or the public health or the public morals or for the protection of the rights and liberties guaranteed by this Constitution to any person or in the public interest."

263. It should be mentioned that the major objective of the Government's economic policy in the field of employment as set out in the five-year development plan, 1989-1993, is the maintenance of full employment. Given the conditions of labour shortages during the past few years, added emphasis is placed on the acceleration of the rate of growth of the labour force and its more efficient utilization. In this respect, various policy measures have been integrated in the development plan aimed at, inter alia, encouraging more women to enter the labour force in a wider spectrum of occupation (expansion of child-care facilities, creation of summer schools, etc.).

B. Paragraph 1 (b)

264. The position of women was changed considerably following the Turkish invasion that took place in 1974, which had as a result the reactivation of the economy. The uprooting of a large number of the population and the dispersion of lots of communities affected in various ways the traditional role played by women in the family and in the community generally. The loss of income of a large number of refugees created the need for women to seek employment so as to contribute to the family income. The form that the reactivated economy took contributed towards this trend (the increase of the number of women employed), which was mainly based on the development of industries, such as the clothing industry, which employed a large percentage of women.

265. These developments enforced a dynamic social policy. The Government responded to this need by implementing various measures to relieve problems such as survival, housing and employment of refugees.

266. The expansion of social welfare services regarding child care for working parents, mainly refugees, and the care of old-age people played an important role in women's lives since it relieved them of responsibilities traditionally considered as theirs within the family.

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267. After the resettlement of the refugees and the stabilization of the economy, a study was made at the problems faced by women in various sectors with the main aim of implementing the principle of equality of the sexes. This led to the ratification of the Convention on the Elimination of All Forms of Discrimination against Women by law No. 78/85.

268. In the public sector (including semi-governmental organizations) there is no distinction between women and men in recruitment and employment practices.

269. In the private sector, however, indirect or hidden discrimination still exists, sex stereotypes influence management practices and many jobs are still conceived of as "male" and "female" preserves. Such discriminatory practices are the result of once strong, but now weakening, traditional values and attitudes. The main occupations where women are employed can be seen in table 11 below.

270. A policy of non-discrimination regarding access to employment has been declared and is pursued. The Vocational Guidance and the Vocational Training Services as well as the Public Employment Offices make special efforts in the course of their activities to encourage and assist women to enter non-traditional occupations and, in general, to widen their occupational horizons.

271. The Industrial Training Authority offers industrial courses at the supervisory and managerial levels for tertiary education graduates. These courses can be attended by women. The Authority has made special efforts and held a separate campaign to attract women who have not worked for long periods to re-enter the labour market. Towards this end the Authority offers an orientation course aimed at providing all the necessary information on the labour market and encouraging women to return to work.

272. As a follow-up to the orientation course, special courses are offered for women in which special efforts are made to convince them to enter new fields of occupation, such as technical fields. Furthermore, training programmes are sometimes specially organized and implemented with a view to attracting women workers to non-traditional occupations.

273. Traditional attitudes, however, although steadily weakening, continue to reinforce women's occupational concentration and to influence girls and women to take courses leading to a narrow range of occupations in the economy in general, either in industry itself or in administration. Efforts, therefore, continue to be made to break down the concept that jobs can be classified according to sex through suitable vocational guidance and education of boys and girls at a young age, as well as the enlightenment of parents and the public in general.

C. Paragraph 1 (c)

274. In the private sector, there are large differences in earnings between men and women in Cyprus and this can be observed in the sectoral and occupational segregation of the sexes. One reason for these observed differentials in pay is

that women are relegated to low-paying jobs within an aggregated occupational group.

275. There are pay differences between the sexes for each education level and the age/earnings profile of women lies below that of men. Usually the average earnings of women are lower than that of men at any age, but they rise at a much lower rate over time.

276. In the public sector, there are no pay or benefit differences.

277. Legislation providing, inter alia, for the promotion of equal employment opportunities can be found under the following:

(a) Constitution of the Republic of Cyprus;

(b) Law No. 3 of 1968 ratifying ILO Convention No. 111 concerning Discrimination in respect of Employment and Occupation;

(c) Law No. 35 of 1977 ratifying the ILO Convention No. 142 of 1975 concerning Vocational Guidance and Vocational Training in the Development of Human Resources;

(d) Law No. 39 of 1966 ratifying ILO Convention No. 122 of 1964 concerning Employment Policy;

(e) Law No. 78 of 1985 ratifying the United Nations Convention on the Elimination of All Forms of Discrimination against Women;

(f) Law No. 213 of 1987 ratifying ILO Convention No. 100 of 1951 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value;

(g) The Protection of Maternity Law No. 54/1987 and No. 66/1988;

(h) Law No. 158/89 on Equal Remuneration of Men and Women for Work of Equal Value.

278. Moreover, labour legislation affords protection as regards the right to free choice of profession and employment and the right to receive all forms of training to all employed persons without any discrimination whatsoever. Also, collective agreements are concluded through free democratic procedures (free collective bargaining). But there are still some collective agreements that do discriminate against women. During the process of the conclusion or renewal of existing collective agreements every effort is made, by all parties concerned, to remove any possible discrepancies which might be considered as constituting discrimination.

279. Other non-legislative measures, such as facilities for the care of children, are also taken, with the aim of allowing women better to combine their double role as wife and mother with economic activity.

280. Most other terms and conditions of employment, which are determined by collective agreement, do not differ by sex. There are, however, some

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differences, which relate to the conventional view that a woman is dependent on her husband but a man is not dependent on his wife. Regarding specific terms of employment of men and women the following information is given.

Employee benefits by collective agreement

281. The word "same" in the text that follows, means that it does not differ by sex. It may vary, however, according to sector of economic activity, collective agreement, occupation, type of work within a firm, income level, years of service, and other factors which are considered to be objective.

282. Some of the terms of employment mentioned in the text that follows do not apply widely but are unique to an occupation or sector.

283. Pay scales: see paragraph 281 above.

284. Minimum pay rates. Minimum pay rates differ by sex in several collective agreements, e.g., in the food, beverage, construction, clothing, woodworking and metal goods industries.

285. As a result of differences in minimum pay, yearly pay increases by collective agreement are also usually higher for men, in absolute terms, i.e., in pounds and cents, though they are usually higher for women in relative terms, i.e., in percentages.

286. In the past few years, because of the policy followed to reduce pay differentials, the relative difference of pay between men and women has decreased. As table 12 below shows, there was a marked drop in the male/female differential of average wages between 1981 and 1989, and the trend seems to be continuing.

287. The first steps have already been taken towards the elimination of any possibility of discrimination based on sex through legislation, as mentioned in paragraph 277 above. In addition, the Labour Advisory Board, the top-level tripartite body chaired by the Minister of Labour and Social Insurance, expects the gradual elimination of sex-based pay rates from collective agreements and their substitution with occupational or other objectively set rates.

288. It should be noted, in this connection, that the latest collective agreement in the printing industry (1990-1991) includes a provision according to which pay rates will be revised in order to reflect job content and other objective factors, and will make no reference to the worker's sex.

289. Thirteenth month salary: see paragraph 281 above.

290. Extra redundancy pay: see paragraph 281 above.

291. Hours of work and working schedule: see paragraph 281 above.

292. There are some legislative restrictions, however, concerning night work for women in "industrial" work. The relevant legislation may be revised, in the light of the ILO Night Work Convention of 1990.

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293. Retirement age. In a few cases, the retirement age for women in the private sectors is lower, usually 55 instead of 60.

294. Shift allowance: see paragraph 281 above.

295. Broken-day allowance: see paragraph 281 above. The allowance is payable in some cases, e.g., hotels, where the working day is broken into two halves, with a comparatively long break in between.

296. Reduced night shift (i.e., fewer working hours than respective day shift): see paragraph 281 above.

297. Maximum working hours: see paragraph 281 above.

298. Minimum rest periods: see paragraph 281 above.

299. Provident funds. The contributions are the same. Benefits are occasionally slightly better for women (e.g. women may withdraw their capital at a lower age).

300. Medical funds. Contributions are the same except in rare cases, e.g., in the banking industry, where a small extra charge may be paid by male employees because their dependants (but not those of female employees) are covered. In the case of most other industrial medical funds, dependent children are usually recognized both for men and women workers, but no dependent spouse is recognized for women workers unless the spouse has no income.

301. Annual leave: see paragraph 281 above.

302. Sick leave: see paragraph 281 above.

303. For the Social Security Scheme see paragraphs below.

304. Parental leave. Only maternity (not paternity) leave is recognized.

305. National or religious holidays: see paragraph 281 above.

306. Transport allowances: see paragraph 281 above.

307. Loans at subsidized interest (banking industry): see paragraph 281 above.

308. Marriage allowance. This is a rather rare benefit. In certain cases, men, but not women, are entitled to a marriage allowance.

D. Paragraph 1 (d)

309. A Law on Equal Remuneration of Men and Women for Work of Equal Value was enacted by the House of Representatives in 1989 (law No. 158/89) and came into force as from October 1992 (see para. 315 below).

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310. In implementing the law, the Government of Cyprus requested and secured ILO expert advice.

311. The basic way for the determination of terms and conditions of employment is collective bargaining. This is affirmed in the Industrial Relations Code, which is a general agreement on labour relations and dispute settlement procedures, concluded in 1977. The role of the State is limited to encouraging unionization and providing aid in the procedures for dispute settlement. Wages are set by legislative order only in those sectors where unionization mechanisms are weak or inexistent.

312. Labour relations in Cyprus are, therefore, voluntary, in the sense that they are characterized by a minimum of legislative regulation. Neither collective agreements nor procedural norms for settling disputes are legally binding. Nevertheless, at the individual worker's and employer's level, collective agreements become part of their legally enforceable employment relationship.

313. The principle of equal remuneration for work of equal value is being applied in basic sectors of the economy, specifically the public and semi-public sectors and part of the private sector (e.g., the banking and the hotel and catering industries). It should be pointed out that this principle has been steadily promoted within Government's standing policy for equal treatment of men and women in the field of employment. Among the measures taken in pursuance of the policy of improving the position of women in the labour market are the substantial increase of pre-school classes and day care services for children and the introduction in 1987 of maternity protection legislation.

314. With a view to extending the application of the principle of equal remuneration to all sectors of the economy, the Government of Cyprus, taking into consideration that other countries which also had a free system of collective bargaining eventually introduced legislation for the application of the principle of equal remuneration and bearing in mind the means named in article 2, paragraph 2 of ILO Convention No. 100 of 1951 on equal remuneration, has promoted, during the period under review, after consultations with the social partners and other interested bodies/organizations (including organizations of women), the enactment of special legislation for the elimination of discrimination for "like work" as a complementary means to collective bargaining. Equal remuneration for work of equal value but of different nature will be promoted through collective agreements in accordance with paragraph 2 of (d) of article 2 of the Convention.

315. The Law on Equal Remuneration of Men and Women for Work of Equal Value was voted by the House of Representatives in 1989 (law No. 158/89). It is considered appropriate to mention here that this law:

(a) Imposes an obligation on employers to provide to men and women employed by them equal remuneration for work of equal value and makes contravention of this provision a criminal offence;

(b) Contains provisions for the adjustment of terms in collective agreements in order to provide for equal remuneration in cases where this is not so;

(c) Protects employees from dismissal or discriminatory treatment by their employer on the ground that they have submitted a claim, or gave evidence or contributed to the prosecution of an offender or took any other measures on the basis of this law;

(d) Empowers the Labour Disputes Court to take measures for the removal of a discriminatory situation against a woman, after a claim submitted by her or on her behalf by a trade union and to award compensation to a woman for any damages or real loss suffered by her;

(e) Provides that it will come into force three years after its enactment (which it did in October 1992).

E. Paragraph 1 (e)

316. The social insurance legislation in Cyprus (law Nos. 41/80, 48/82, 11/83, 7/84, 10/85, 116/85, 4/87, 199/87, 214/87, 68/88, 96/89 and 136/89) protects every person who is gainfully occupied in the island with the exception of female family workers in agriculture (see also the comments under art. 14 below).

317. Thus women in Cyprus are protected in cases of unemployment, sickness, invalidity, old age and incapacity to work in the same way as men in the sense that the contribution conditions and the rate of the benefits granted are the same both for men and women.

318. However, the insurance of the wife does not give the right to a widower's benefit except where the husband is permanently incapable of self-support. The same applies to increases for dependants for periodical benefits.

319. The right to paid leave is safeguarded by the Annual Holidays with Pay Laws, 1967-1980, which provide the same protection to all employees irrespective of sex. Thus, this law provides for a minimum of three working weeks paid leave every year. If the employee is entitled to a longer period of leave by any law, custom or collective agreement or otherwise, his entitlement to the longer period of leave is maintained by the law.

F. Paragraph 1 (f)

320. The protection of health and safety at work is safeguarded by legislation which applies without discrimination to all persons employed. A list of the existing legislation is in table 13 below. Special provisions aiming at the protection of women regarding the functions of reproduction are included in the "Agricultural Operations (Safety, Health and Welfare) Regulations 1982". Such provisions refer to the use of pesticides. Provisions existing in the Safety

and Health at Work legislation do not exclude unnecessarily women from employment.

321. The information given under paragraph 2 (a) below is also applicable here.

G. Paragraph 2 (a)

322. Section 6, subsection 2, of the Termination of Employment Laws 1967-1990 provides that "pregnancy" or "maternity" shall in no case constitute valid reasons for termination.

323. An employer who dismisses a woman on the grounds of pregnancy or maternity is liable under the above law for the payment of compensation to her. The amount of the compensation is determined by the Industrial Disputes Court, which takes into account, inter alia, the wages of the person concerned, the length of service, the loss of career prospects, the conditions of the termination and the age of the woman. The maximum amount which can be awarded is the amount of wages of the employee for a period of two years.

324. Furthermore, law No. 54 of 1987, which safeguards the right of women to 12 weeks maternity leave (of which 9 shall be taken compulsorily in the period beginning in the second week before the week of confinement), makes it unlawful for any employer to give notice of dismissal to any female employed person during the period commencing from the time such female employed person notifies the employer by the production of a certificate of a registered medical practitioner, or her pregnancy and ending after the expiration of three months from the end of the period of her maternity leave. This does not apply in the following cases:

(a) Where the female employed person is guilty of serious fault or conduct which justifies a breach in the employment relations;

(b) Where the undertaking has ceased to operate;

(c) Where the contract of employment has expired.

325. It may also be mentioned that by law No. 45 of 1985, the Government of Cyprus ratified ILO Convention No. 158 on Termination of Employment of 1982.

H. Paragraph 2 (b)

326. Under the social insurance legislation a maternity allowance is payable to a woman insured as an employed or self-employed person for a period of 12 weeks beginning between the sixth and the second week before the expected week of confinement.

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327. The contribution conditions are that the claimant:

(a) Has paid up to the beginning of the maternity allowance period contributions on earnings not lower than 26 times the weekly amount of basic insurable earnings;

(b) During the previous contribution year has paid or been credited with contributions corresponding to earnings not less than 20 times the weekly amount of basic insurable earnings.

328. The weekly rate of benefit is 75 per cent of the insurable earnings of the woman in the previous year.

329. Further, this Law provides that maternity leave shall not affect the seniority rights of the female employed person or her right to reinstatement in her former work or in equivalent work paid at the same rate.

I. Paragraph 2 (c)

330. The services that now exist in Cyprus for child care and pre-primary school education for children under the age of 5 1/2 years can be separated into two categories: kindergartens and child-care places. The main objective/purpose of operation of kindergartens is to satisfy the educational/academic needs of children, their personality and overall development and to help them in their preparation for their induction into primary school. The child-care places offer services to working parents by taking care of safely protecting and helping their children to be sociable. This form of services is offered by the State, the community or by private institutions.

331. The Department of Social Welfare Services operates child-care services for working parents. It operates 12 State day-care centres in refugee communities and in large urban areas. In order to provide, specially, for the needs of the working mother, State day-care centres are staffed in such a way as to operate all year round and during the afternoons. In the state day-care centres, parents pay fees according to their financial situation in order to facilitate the use of this service mainly by working parents from lower-income groups.

332. Owing to the continuously increasing tendency of mothers to participate in the work force, an increased demand has been created for the provision of day-care services. Because of this increased demand, the Welfare Department encourages and mobilizes the voluntary sector to offer more child-care services. It provides under the grants-in-aid scheme financial and technical assistance to voluntary (non-profit) organizations and community organizations in order to establish day-care centres in areas where there is a pressing need for such services.

333. According to research undertaken by the Department, there is a pressing need for child-care facilities, especially in industrial areas.

334. Community and private day-care centres are registered and inspected in accordance with the Children's Law with a view to securing the provisions of

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proper care and maintaining acceptable standards of operation. These standards are defined in the Children's (Day-care Centres) Order with the aim of raising the standards relating to qualifications and suitability of personnel and to the facilities and safety of the premises used for this purpose. In accordance with the same law and in the same way "child minders" are registered and supervised. At the end of 1988, there were 212 registered day-care centres, compared with 155 at the end of 1965.

335. The above-mentioned services are offered for children up to the age of 5 1/2 years. The majority of these establishments are concentrated in the cities. Efforts are being made to increase such establishments in the rural areas.

336. Recognizing the need for the expansion of child-care facilities for working parents, the Department of Welfare Services conducted a survey among primary school children (ages 5 1/2-12 years) whose parents were both working. The survey determined that there was a need for child-care facilities during summer holidays when schools were closed. There was a large number of families in which both parents were working who faced problems in finding facilities to care for their children. Efforts are now being made to put these findings into effect.

J. Paragraph 2 (d)

337. The maternity protection law provides that special regulations may be enacted for the protection of pregnant women in specified types of work which is harmful to them. The enactment of such special regulations is now under consideration.

K. Paragraph 3

338. A list of existing labour legislation appears in table 13 below. This legislation is updated and new laws and regulations may be enacted in the light of scientific and technological and other developments at the international or national level. The following laws address specifically the needs of women:

(a) The Maternity Protection Law Nos. 54/1987 and 66/1988;

(b) Employment of Women (During the Night) Law, chapter 180;

(c) Employment of Women (in Mines) Law, chapter 181.

339. Revision of the Employment of Women (During the Night) Law, chapter 181, will be examined in the light of the ILO Night Work Convention adopted in 1990.

340. Certain provisions of the laws appearing above may also be revised in view of new trends and developments.

Table 11. Concentration of women in certain occupations, 1960-1985

Code a/	Occupational group	Number of women		
		1960	1976	1985
07	Paramedical personnel	963	1 248	1 951
13	Teachers	1 716	2 424	3 447
32	Stenographers, typists	714	1 641	2 968
33	Bookkeepers, cashiers	165	1 354	3 913
38	Telephone and telegraph operators	184	431	910
39	Other clerical staff	1 847	3 813	7 189
45	Sales assistants	942	3 039	5 543
53	Cooks, waiters	250	1 221	2 117
54	Maids, housekeepers	2 795	1 062	2 542
55	Cleaners	1 383	2 086	3 204
56	Launderers, dry-cleaners	632	492	984
57	Hairdressers	316	557	1 108
59	Guides and other service workers	-	380	640
75	Spinners, weavers	510	404	313
77	Food and beverage processors	128	873	738
79	Dressmakers, machinists	7 236	5 181	8 848
80	Shoe and leather goods makers	1 337	1 208	1 932
97	Packers	152	915	2 527
99	Unskilled workers	2 210	2 323	2 066
	Total employment in 19 occupational groups	23 480	30 652	53 240
	Total employment of women in non-agricultural sectors	29 478	35 227	63 078
	Employment in 19 occupational groups as a percentage of total employment of women in non-agricultural sectors	79.7	87.0	84.4

Sources: Population census, 1960; Registration of Establishments, 1976 and 1985; and Department of Statistics and Research.

a/ International Standard Classification of Occupations (ISCO) code.

Table 12. Average weekly wages, 1981-1989

(Cyprus pounds)

	1981	1986	1989
Men	283	399	485
Women	164	252	316
Difference (percentage)	72.6	58.3	53.5

ANNEX I

Law No. 158 of 1989 concerning the provision of equal remuneration to men and women for work of equal value

The House of Representatives enacts as follows:

1. This law may be cited as the Equal Remuneration to Men and Women for Work of Equal Value Law, 1989.

2. In this law, unless the context otherwise requires:

"remuneration" includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment;

"Industrial Disputes Court" means the labour disputes court established on the basis of section 12 of Law No. 8 of 1967;

"Inspector" means a person appointed as an inspector on the basis of the provisions of section 6;

"Work of equal value" means work carried out by men and women which is of like or substantially like nature;

"equal remuneration to men and women for work of equal value" means the exclusion of any element of discrimination due to the sex of the employee in the determination and payment of the remuneration;

"contract of employment" means any written or oral agreement in relation to employment which has been concluded between an employee or a group of employees or their trade union or their trade unions and an employer or an employer's organization;

"Minister" means the Minister of Labour and Social Insurance.

3(1) Every employer shall provide to men and women employed by him equal remuneration for work of equal value, irrespective of the sex of the employee.

3(2) Any employer who contravenes the provision of subsection (1) of this section is guilty of an offence and shall be liable, on conviction, to a fine not exceeding two thousand pounds.

4. If a contract of employment includes a provision which is contrary to the provisions of subsection (1) of section 3 then:

(a) Any term of the contract concerning a woman which is less favourable than a similar term concerning a man shall be amended so that it will not be less favourable; and

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(b) Any term which benefits the man without corresponding term being included in the woman's contract, shall be deemed to be included in the woman's contract as well.

5(1) No person shall be dismissed from his work or subjected in any way to unfavourable treatment by his employer on the ground that he has submitted a complaint or has given evidence or has contributed to the persecution of an offender or the taking of any other measures on the basis of this law.

(2) Any employer contravening the provision of subsection (1) of this section is guilty of an offence and shall be liable, on conviction, to a fine not exceeding one thousand pounds.

6. The Minister shall appoint inspectors under any title he decides, as well as other officers, in case he deems this necessary, for the enforcement of this law, who will be under the supervision and the orders of the Chief Inspector of Factories of the Ministry of Labour and Social Insurance.

7. The Industrial Disputes Court may appoint a technical committee in order to assist it in defining work of equal value.

8(1) The Industrial Disputes Court may, after a claim submitted by a woman employee or after a claim submitted by a trade union on her behalf, take measures for the removal of an unfavourable situation against her.

(2) The measures mentioned in subsection (1) of this section, in case a violation of the provisions of subsection (1) of section 3 is ascertained, may include:

(a) An Order of binding recognition of the rights of the claimant in relation to the reported discrimination;

(b) Instructions for the taking of measures by the person against whom the claim is addressed for the termination of the unfavourable repercussions on the claimant which were caused because of the reported illegal actions.

(3) Irrespective of the provisions of paragraphs (a) and (b) of subsection (2), the Labour Disputes Court may award compensation to the claimant for any damages and real loss suffered by her from the day the reported illegal actions were caused.

9. This Law shall come into force three years after its enactment.

Table 13 A. Labour legislation

Subject	Reference
ACCIDENT AND OCCUPATIONAL DISEASES (NOTIFICATION) LAW	Cap. 176
Accident and Occupational Diseases (Notification) (Dangerous Occurrences) Order, 1953	53 Vol. II 592
ADOPTION LAW	Cap. 274
Adoption Rules, 1954	54 Vol. II 623
——(Amendment) Rules, 1978	78 S. II 54
——(Amendment) Rules, 1980	80 S. II 3
ALIENS AND IMMIGRATION LAW*	Cap. 105
——(AMENDMENT) LAW, 1972	2 of 1972
——(AMENDMENT) LAW, 1976	54 of 1976
——(AMENDMENT) LAW, 1988	50 of 1988
——(AMENDMENT) LAW, 1989	179 of 1989
Aliens and Immigration Regulations, 1972	72 S. III(I) 739
——(Amendment) Regulations, 1984	845 III(I) 1073
——(Amendment) Regulations, 1986	865 III(I) 831
——(Amendment) Regulations, 1987	875 III(I) 79
——(Amendment) Regulations, 1988	885 III(I) 767
ANNUAL, HOLIDAYS WITH PAY LAW, 1967	8 of 1967
——(AMENDMENT) LAW, 1968	25 of 1968
——(AMENDMENT) LAW, 1969	23 of 1969
——(AMENDMENT) LAW, 1970	26 of 1970
——(AMENDMENT) LAW, 1972	34 of 1972
——(AMENDMENT) (No. 2) LAW, 1972	66 of 1972
——(AMENDMENT) LAW, 1973	5 of 1973
——(AMENDMENT) LAW, 1979	85 of 1979
——(AMENDMENT) LAW, 1980	55 of 1980
Law 8 of 1967 came into operation on 1.8.1967	67 S. III 660
Law 66 of 1972 came into operation on 2.10.1972	72 S. III(I) 523
Sections 2 and 3(b) of Law 85 of 1979 came into operation on 3.10.1977 and section X(a) on 5.11.1979 (see section 5 of Law 85 of 1979)	
Law 55 of 1980 came into operation on 6.10.1980 (see section 5 of Law 55 of 1980)	
Annual Holidays of Employees Increased	86 S.III(I) 343
Annual Holidays with Pay Regulations, 1980	80 S.III(I)879
——(Amendment) Regulations, 1983	83 S.III(I)219
——(Amendment) Regulations, 1989	89 S.III(I)429
Arbitration Tribunal Regulations, 1968	68 S. III 147
Industrial Disputes Tribunal Rules	68. S. III 150
Order prescribing port employees and class of employees employed in a peculiar way	70 S. III 495

Subject	Reference
BAKERIES (NIGHT WORK) LAW	Cap. 177
Bakeries (Night Work) (Koullouria) Order, 1955	55 Vol. II 38
CHILDREN LAW	Cap. 352
Children (Nurseries) Order, 1981	81 S. III(I) 519
Voluntary Homes (Registration) Regulations, 1956	56 Vol. II 791
Private Homes (Regulations), 1982	82 S. III(I) 827
CHILDREN AND YOUNG PERSONS (EMPLOYMENT) LAW	Cap. 178
—(AMENDMENT) LAW, 1964	61 of 1964
—(AMENDMENT) LAW, 1968	18 of 1968
Children and Young Persons (Employment) Regulations (see also "Night Work of Young Persons (Industry) Convention 1948 (Ratification) Law, 1965")	S.L. Vol. I 535
CONVENTION CONCERNING THE DEVELOPMENT OF HUMAN RESOURCES (RATIFICATION) LAW, 1977	35 of 1977
CONVENTION ON DISCRIMINATION (EMPLOYMENT AND OCCUPATION) No. III OF 1958 (RATIFICATION) LAW, 1968	3 of 1968
CONVENTION CONCERNING INVALIDITY, OLD AGE AND SURVIVAL BENEFITS (RATIFICATION) LAW, 1968	125 of 1968
CONVENTION CONCERNING LABOUR ADMINISTRATION (RATIFICATION) LAW, 1980	64 of 1980
CONVENTION ON THE LEGAL STATUS OF CHILDREN BORN OUT OF WEDLOCK (RATIFICATION) LAW, 1979 (see also "Illegitimate Children Law")	50 of 1979
CONVENTION CONCERNING MIGRANT WORKERS (SUPPLEMENTARY PROVISIONS) (RATIFICATION) LAW, 1977	36 of 1977
CONVENTION CONCERNING ORGANIZATION OF RURAL WORKERS (RATIFICATION) LAW, 1977	34 of 1977
CONVENTION CONCERNING TRIPARTITE CONSULTATIONS (INTERNATIONAL LABOUR STANDARDS) (RATIFICATION) LAW, 1977	37 of 1977

Subject	Reference
DEFENCE REGULATIONS (see "Supplies and Services (Transitional Powers) (Continuation) Law")	
DEVELOPMENT OF HUMAN RESOURCES (see "Convention concerning the Development of Human Resources (Ratification) Law, 1977")	
DISCRIMINATION (EMPLOYMENT AND OCCUPATION) (see "Convention on Discrimination (Employment and Occupation) No. III of 1958 (Ratification) Law, 1968")	
DOMESTIC SERVANTS (EMPLOYMENT OF CHILDREN AND YOUNG PERSONS) LAW	Cap. 179
—(AMENDMENT) LAW, 1959	23 of 1959
—(AMENDMENT) LAW, 1961	4[illegible] of 1961
Domestic Servants (Employment of Children and Young Persons) Regulations	S.L. Vol.I 538
EMPLOYMENT INJURY BENEFITS CONVENTION (No. 121) OF 1964 (RATIFICATION) LAW, 1966	38 of 1966
EMPLOYMENT OF WOMEN (DURING THE NIGHT) LAW	Cap. 180
"Night" defined for women employed in the cotton spinning Mill	50 Vol. II 43[illegible]
EMPLOYMENT OF WOMEN (MINES) LAW	Cap. 181
EMPLOYMENT POLICY CONVENTION (RATIFICATION) LAW, 1966	39 of 1966
EUROPEAN SOCIAL CHARTER (RATIFICATION) LAW, 1967	64 of 1967
—(AMENDMENT) LAW, 1975	5 of 1975
—(AMENDMENT) LAW, 1988	31 of 1988
FACTORIES LAW	Cap. 134
—(AMENDMENT) LAW, 1964	43 of 1964
—(AMENDMENT) LAW, 1972	32 of 1972
—(AMENDMENT) LAW, 1982	22 of 1988
—(AMENDMENT) LAW, 1989	25 of 1989
Agricultural Works (Safety, Health and Welfare) Regulations, 1982	82 S.III(I)1143
Buildings and Works of Engineering Construction (Safety, Sanitation and Welfare) Regulations, 1973	73 S.III(I)653,745

Subject	Reference
Carpentry Machines Regulations, 1973	73 S.III(I) 997
——(Amendment) Regulations, 1988	88 S.III(I) 915
Control of Atmosphere and Dangerous Substances in Factories Regulations, 1973	73 S.III(I) 1093
——(Amendment) Regulations, 1981	81 S.III(I) 559
——(Amendment) Regulations, 1986	86 S.III(I) 133
Docks Regulations	S.L. Vol. I 528
Electricity in Factories Special Regulations, 1981	81 S.III(I) 1055
Factories (Cleaning and Repairing of Sacks) (Welfare) Regulations, 1958	58 Vol. II 82
Factories (First-Aid) Order, 1957	57 Vol. II 263
Factories (Forms) Order, 1957	57 Vol. II 801
Factories (Manner of Preparing Boilers when Cold) Order, 1957	57 Vol. II 800
Factories (Prescription of Fees) Order, 1989	89 S.III(I)355
Premises which should not be considered as forming part of mine or quarry	72 S.III(I) 93
Prescription concerning manner of work	69 S.III(I) 559
Standards of Health in Factories Regulations, 1973	73 S.III(I)1123
——(Amendment) Regulations, 1981	81 S.III(I) 557
——(Amendment) Regulations, 1986	86 S.III(I) 131
Works included in the meaning of the term "Works of Engineering Construction"	73 S.III(I) 713
FINAL ARTICLES REVISION CONVENTION (RATIFICATION) LAW, 1964	35 of 1964
——(AMENDMENT) LAW, 1965	15 of 1965
FISHERMEN CONVENTION (No. 114) OF 1969 (RATIFICATION) LAW, 1966	73 of 1966
FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISE CONVENTION (No. 87) (RATIFICATION) LAW, 1966	17 of 1966
GUARDING OF MACHINERY CONVENTION (RATIFICATION) LAW, 1965	14 of 1965
HOTELS AND TOURIST ESTABLISHMENTS LAW• 1969	40 of 1969
——(AMENDMENT) LAW, 1969	52 of 1969
——(AMENDMENT) LAW, 1973	17 of 1973
——(AMENDMENT) LAW, 1974	34 of 1974
——(AMENDMENT) LAW, 1985	28 of 1985
Persons Employed in Hotels (Conditions of Service) Regulations, 1972	72 S III(I) 391
——(Amendment) Regulations, 1978	78 S III(I) 633
HOURS OF EMPLOYMENT LAW	Cap 182
——(AMENDMENT) LAW, 1967	15 of 1967

Subject	Reference
Employees (Hours of Work) Order, 1961	61 S.III 133
Mines and Quarries (Hours of Work) Order, 1961	61 S.III 135
——(Amendment) Order, 1965	65 S.III 345
——(Amendment) Order, 1985	85 S.III(T) 805
ILLEGITIMATE CHILDREN LAW (see also "Convention on the Legal Status of Children born out of Wedlock (Ratification) Law, 1979" and "Illegitimate Children (Legitimation) (Temporary Provisions) Law, 1977")	Cap. 278
Wills and Succession (Declaration of Death and Legitimation) Rules	S.L. Vol. II 492
——(Amendment) Rules, 1978	78 S. II 39
——(Amendment) Rules, 1980	80 S. II 2
——(Amendment) Rules, 1986	86 S. II 20
ILLEGITIMATE CHILDREN (LEGITIMATION) (TEMPORARY PROVISIONS) LAW, 1977	48 of 1977
Illegitimate Children (Legitimation) (Temporary Provisions) Rules, 1978	78 S. II 69
INDUSTRIAL TRAINING LAW, 1974	21 of 1974
——(AMENDMENT) LAW, 1975	6 of 1975
——(AMENDMENT) LAW, 1980	17 of 1980
——(AMENDMENT) (No. 2) LAW, 1980	53 of 1980
Sections 1, 2, 3, 4, 5, 6, 7, 8, 10, 11 and 12 came into operation on 1.2.1975	75 S.III(T) 53
Sections 9 and 13 came into operation on 1.1.1975	76 S III(T) 799
Industrial Training Authority (Additional Medical Treatment for the officers and their Dependants) Regulations, 1987	87 S.III(T) 433
(Amendment) Regulations, 1988	88 S.III(T) 739
Industrial Training Authority (Fee Payable by Employers) Regulations, 1979	79 S.III(T) 201
——(Amendment) Regulations, 1979	79 S.III(T) 743
——(Amendment) Regulations, 1980	80 S.III(T) 875
——(Amendment) Regulations, 1983	83 S III(T) 461
——(Amendment) Regulations, 1984	84 S III(T) 461
——(Amendment) Regulations, 1985	85 S III(T) 289
——(Amendment) Regulations, 1986	86 S.III(T) 197
——(Amendment) Regulations, 1987	87 S.III(T) 375
——(Amendment) Regulations, 1988	88 S.III(T) 313
——(Amendment) Regulations, 1989	89 S.III(T) 121
Industrial Training Authority (Housing Loans to officers) Regulations, 1987	87 S III(T) 427
Industrial Training Authority (Pensions and Allowances to Officers) Regulations, 1984	85 S.III(T) 153

Subject	Reference
Industrial Training Authority (Terms of Service of Officers) Regulations, 1977	77 S.III(I) 787
——(Amendment) Regulations, 1984	84 S. III(T) 151
INVALIDITY, OLD-AGE AND SURVIVAL BENEFITS (see "Convention concerning Invalidity, Old-age and Survival Benefits (Ratification) Law, 1968	
JUVENILE OFFENDERS LAW	Cap. 157
——(AMENDMENT) LAW, 1972	94 of 1972
Juvenile Offenders Regulations	S.L. Vol. I I
——(Amendment) Regulations, 1956	56 Vol. II 918
——(Amendment) Regulations, 1969	69 S.III 721
——(Amendment) Regulations, 1970	70 S.III 687
——(Amendment) Regulations, 1980	80 S.III 559
Forms to be used in Courts prescribed	S.L. Vol. II 379
LABOUR ADMINISTRATION (see "Convention concerning Labour Administration (Ratification) Law, 1980")	
LABOUR RELATIONS (PUBLIC SERVICE) (RATIFICATION) LAW, 1980	65 of 1980
MEDICAL EXAMINATION OF YOUNG PERSONS (UNDERGROUND WORK) CONVENTION No. 124 (RATIFICATION) LAW, 1966	81 of 1966
MIGRANT WORKERS (see "Convention concerning Migrant Workers (Supplementary Provisions) (Ratification) Law, 1977	
MINES AND QUARRIES (REGULATION) LAW*	Cap. 270
(AMENDMENT) LAW, 1965	5 of 1965
Mines and Quarries (Organization of Safety) Regulations, 1973	73 S.III(I) 59
MINIMUM AGE (UNDERGROUND WORK) CONVENTION No. 123 (RATIFICATION) LAW, 1966	80 of 1966
MINIMUM WAGE LAW	Cap. 183
Minimum Wage (Salesmen and Office Employees) Order, 1988	88 S. III(I) 321
Minimum Wage (Commerce and Trade) Order, 1942	42 Vol. II 354

Subject	Reference
MOTOR VEHICLES AND ROAD TRAFFIC LAW*, 1972	86 of 1972
——(AMENDMENT) LAW, 1974	37 of 1974
——(AMENDMENT) LAW, 1976	58 of 1976
——(AMENDMENT) LAW, 1978	20 of 1978
——(AMENDMENT) (No.2) LAW, 1978	64 of 1978
——(AMENDMENT) LAW, 1981	72 of 1981
——(AMENDMENT) LAW, 1983	83 of 1983
——(AMENDMENT) LAW, 1984	75 of 1984
——(AMENDMENT) LAW, 1985	72 of 1985
——(AMENDMENT) LAW, 1989	134 of 1989
Motor Vehicles (Drivers'Hours of Work) Regulations, 1989	89 S.III(I)31, 137
NIGHT WORK OF YOUNG PERSONS (INDUSTRY) CONVENTION 1948 (RATIFICATION) LAW, 1965	57 of 1965
NIGHT WORK (WOMEN) CONVENTION (REVISED) 1948 (RATIFICATION) LAW, 1965 (see "Employment of Women (During the Night) Law")	56 of 1965
OLD PEOPLES AND INCAPACITATED PERSONS HOMES LAW, 1981	79 of 1981
——(AMENDMENT) LAW, 1987	168 of 1987
ORGANIZATION OF RURAL WORKERS (see "Convention concerning Organizations of Rural Workers (Ratification) Law, 1977	
PLACES OF ENTERTAINMENT EMPLOYEES (CONDITIONS OF SERVICE) LAW, 1968	80 of 1968
——(AMENDMENT) LAW, 1978	58 of 1978
Places of Entertainment Employees (Conditions of Service) Regulations, 1968	Sch. to Law 80 of 1968
——(Amendment) Regulations, 1978	78 S.III(I) 631
PORT WORKERS (REGULATION OF EMPLOYMENT) LAW	Cap. 184
——(AMENDMENT) LAW, 1960	5 of 1960
Port Workers (Regulation of Employment) Regulations, 1952	Sch. to cap.184
——(Amendment) Regulations, 1954	54 Vol. II 231
Port Workers (Limassol, Famagusta and Larnaca) Regulation of Employment Order, 1953	53 Vol. II 13
——(Amendment) Order, 1958	58 Vol. II 226
——(Amendment) Order, 1964	64 S.III 343
——(Amendment) Order, 1976	77 S.III(I) 123

Subject	Reference
Overtime Work and Fees	69 S.III(I)45,462 73 S.III(I) 395 74 S.III(I) 583 77 S.III(I) 621 78 S.III(I)31,401 79 S.III(I)75,187, 471 80 S.III(I)135,401, 887, 1005 81 S.III(I) 83 83 S.III(I)510 83 S.III(I)617 84 S.III(I) 81 84 S.III(I)787 85 S.III(I)279 85 S.III(I)691 86 S.III(I)235 86 S.III(I)633 87 S.III(I) 49 87 S.III(I)907 88 S.III(I) 83 88 S.III(I)573 89 S.III(I)13 89 S.III(I)579 89 S.III(I)1071
PROBATION OF OFFENDERS LAW	Cap. 162
Probation of Offenders Rules	S.L.Vo.II 393
Probation of Offenders (Form of Records) Regulations, 1952	52 Vol.II 293
PROVIDENT FUNDS LAW, 1981	44 of 1981
——(AMENDMENT) LAW 1986	150 of 1986
Section 30 of Law 44 of 1981 came into operation 23.10.1981	81 S.III(I) 945
Law 44/1981 (Except Section 30) came into operation on 1.6.1982	82 S.III(I) 807
Provident Funds Regulations, 1981	81 S.III(I) 1091
——Came into operation on 1.6.1982	82 S.III(I) 809
——(Amendment) Regulations, 1989	89 S.III(I)1067
PUBLIC ASSISTANCE AND SERVICES LAW, 1975	10 of 1975
——(AMENDMENT) LAW, 1976	40 of 1976
——(AMENDMENT) LAW, 1981	31 of 1981
——(AMENDMENT) LAW, 1987	74 of 1987
——(AMENDMENT) LAW, 1988	118 of 1988
——(AMENDMENT) LAW, 1988	148 of 1988

Subject	Reference
Public Assistance and Services Regulations, 1975	75 S.III(I) 153
——(Amendment) Regulations, 1978	78 S.III(I) 113
——(Amendment) Regulations, 1980	80 S.III(I) 957
——(Amendment) Regulations, 1982	82 S.III(I) 897
——(Amendment) Regulations, 1983	83 S.III(I) 285
——(Amendment) Regulations, 1984	84 S.III(I)1093
——(Amendment) Regulations, 1986	86 S.III(I) 63
——(Amendment) Regulations, 1988	88 S.III(I) 503
——(Amendment) Regulations, 1989	89 S.III(I) 219
——(Amendment) (No2) Regulations, 1989	89 S.III(I)1065
RIGHT OF ASSOCIATION (AGRICULTURE) CONVENTION 1921 (RATIFICATION) LAW, 1965	54 of 1965
RIGHT TO ORGANISE AND COLLECTIVE BARGAINING CONVENTION (No. 98) (RATIFICATION) LAW, 1966	18 of 1966
RURAL WORKERS (see "Convention concerning Organization of Rural Workers (Ratification) Law, 1977")	
SHOP ASSISTANTS LAW	Cap. 185
——(AMENDMENT) LAW, 1979	69 of 1979
Shop Assistants (Afternoon Weekdays) Closing Order, 1979	79 S.III(I)441
——(Amendment) Order, 1980	80 S.III(I)619
Shop Assistants (Barbers' Weekday) Closing Order, 1979	79 S.III(I)443
Shop Assistants (Barbers' and Hairdressers' Shops weekday) (Temporary Provisions) Order, 1988	88 S.III(I)935
Shop Assistants (Barbers', Hairdressers' and Restaurant Employees) Order	S.L.Vol. I 293
——(Amendment) Order, 1958	58 Vol.II 327
——(Amendment) Order, 1968	68 S.III 515
——(Amendment) Order, 1969	69 S.III 359
——(Amendment) Order, 1976	76 S.III(I)537
——(Amendment) Order, 1985	85 S.III(I)451
Shop Assistants (Closing Hours) Variation Order,1952	52 Vol II 289
——(Amendment) Order, 1959	59 Vol.II 581
——(Amendment) Order, 1961	61 S.III 380
——(Amendment) Order, 1962	62 S.III 858
——(Amendment) (No. 2) Order, 1962	62 S III 898
——(Amendment) Order, 1969	69 S. III 912
——(Amendment) Order, 1970	70 S. III 1047
——(Amendment) Order, 1979	79 S.III(I)841
——(Amendment) Order, 1980	80 S III(I)263

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Subject	Reference
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—(Amendment) Order, 1983	83 S.III(T)235
—(Amendment) Order, 1983	83 S.III(T)243
—(Amendment) Order, 1985	85 S.III(T)901
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Shop Assistants (Hours of Employment) Variation Order, 1956	57 Vol. II 4
—(Amendment) Order, 1979	79 S.III(T)445
Shop Assistants (Pharmacies) Order, 1950	50 S.III 511
Shop Assistants (Prescription of Areas) Order, 1968	68 S.III 413
—(Amendment) Order, 1982	82 S.III(T) 7
—(Amendment) Order, 1982	82 S III(T)533
—(Amendment) Order, 1982	82 S.III(T)1127
—(Amendment) Order, 1984	84 S.III(T)943
—(Amendment) Order, 1986	86 S.III(T)621
Shop Assistants (Amendment and Substitution of Schedules) Order, 1986	86 S.III(T)561 579, 629
Shop Assistants (Schedules Amendment) Order, 1987	87 S.III(T)569
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Shops' Working hours	
—Ayia Napa	89 S.III(T)251
—Limassol	89 S.III(T)245
—Nicosia "Laiki Yitonia"	89 S.III(T)243
—Paphos	89 S.III(T)253
—Paralimni	89 S.III(T)249
—Polis Chrysochous	89 S.III(T)253
—Pyrgos, Kato	89 S.III(T)253
—Yermasoyia and Improvement Area of Amathus	89 S.III(T)247,269
Shop Assistants (Weekday) (Timber, Building Materials and Sanitary Fittings Shops) Order, 1980	80 S.III(T)571
SOCIAL INSURANCE LAW, 1980	41 of 1980
—(AMENDMENT) LAW, 1982	48 of 1982
—(AMENDMENT) LAW, 1983	11 of 1983
—(AMENDMENT) LAW, 1984	7 of 1984
—(AMENDMENT) LAW, 1985	10 of 1985
—(AMENDMENT) LAW, 1985	116 of 1985
—(AMENDMENT) LAW, 1987	4 of 1987
—(AMENDMENT) LAW, 1987	199 of 1987
—(AMENDMENT) LAW, 1987	214 of 1987
—(AMENDMENT) LAW, 1988	68 of 1988
—(AMENDMENT) LAW, 1989	96 of 1989
—(AMENDMENT) LAW, 1989	136 of 1989
Law 41 of 1980 came into operation on 6.10.1980	80 S.III(T)783
Law 199/1987 came into operation on 1.1.1988	87 S.III(T)1209
Sections 1-8, 10, 11 and 13 of Law 199/1987 came into operation on 1.1.1988. Section 9 on 4.1.1988 and Section 12 on 1.12.1987	87 S.III(T)1209
Social Insurance (Accounts of the Social Insurance Fund) Regulations, 1980	80 S.III(T)731

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Subject	Reference
——Came into operation on 6.10.1980	80 S.III(I)773
——(Amendment) Regulations, 1983	83 S.III(I)217
——(Amendment) Regulations, 1986	86 S.III(I)103
Social Insurance (Benefits) Regulations, 1980	80 S.III(I)739
——Came into operation on 6.10.1980	80 S.III(I)777
——(Amendment) Regulations, 1983	83 S.III(I)215
——(Amendment) Regulations, 1984	84 S.III(I)87,111
——(Amendment) Regulations, 1985	85 S.III(I)829
——(Amendment) Regulations, 1986	86 S.III(I)1061
Social Insurance (Contributions) Regulations, 1980	80 S.III(I)723
——Came into operation on 6.10.1980	80 S.III(I)781
——(Amendment) Regulations, 1982	82 S.III(I)1113
——(Amendment) Regulations, 1983	83 S.III(I)211
——(Amendment) Regulations, 1984	84 S.III(I)89,111
——(Amendment) Regulations, 1985	85 S.III(I)161
——(Amendment) Regulations, 1986	86 S.III(I)99
——(Amendment) Regulations, 1987	87 S.III(I)99
——(Amendment) (No. 2) Regulations, 1987	87 S.III(I)1217
——(Amendment) Regulations, 1989	89 S.III(I)35
——(Amendment) (No. 2) Regulations, 1989	89 S.III(I)513
——(Amendment) (No. 3) Regulations, 1989	89 S.III(I)895
Social Insurance (Contributions) (Special) Regulations, 1980	80 S.III(I)743
——Came into operation on 6.10.1988	
Social Insurance (Diseases) Regulations, 1980	80 S.III(I)733
——Came into operation on 6.10.1980	
Social Insurance (Increase of Supplementary Benefits) Regulations, 1985	85 S.III(I)165
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Social Insurance (Increase of Supplementary Benefits) Regulations, 1987	87 S.III(I)97
——Regulations (No. 2) 1987	87 S.III(I)1219
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——(Amendment) (No.2) Regulations, 1989	89 S.III(I)897
Social Insurance (Occupational Training Expenses) Regulations, 1985	85 S.III(I)831
Social Insurance (Reciprocal Agreement with the United Kingdom Order, 1957	57 Vol.II 482
Social Insurance (Agreement with the Republic of Greece)	78 Gaz.533,634
——Amendment	82 Gaz. 325
SUMMER AFTERNOON RECESS LAW	Cap. 186
——(AMENDMENT) LAW, 1982	20 of 1982
Summer Afternoon Recess Order, 1989	89 S.III(I)321
SUPPLIES AND SERVICES (TRANSITIONAL POWERS) (CONTINUATION) LAW*	Cap. 175A
Defence Regulations	46 Vol. II 57

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Subject	Reference
TERMINATION OF EMPLOYMENT LAW, 1967	24 OF 1967
——(AMENDMENT) LAW, 1968	17 of 1968
——(AMENDMENT) LAW, 1972	67 of 1972
——(AMENDMENT) LAW, 1973	6 of 1973
——(AMENDMENT) LAW, 1975	1 of 1975
——(AMENDMENT) LAW, 1977	18 of 1977
——(AMENDMENT) LAW, 1979	30 of 1979
——(AMENDMENT) (No.2) LAW, 1979	57 of 1979
——(AMENDMENT) (No.3) LAW, 1979	82 of 1979
——(AMENDMENT) (No.4) LAW, 1979	92 of 1979
——(AMENDMENT) LAW, 1980	54 of 1980
——(AMENDMENT) LAW, 1983	12 of 1983
——(AMENDMENT) LAW, 1987	167 of 1987
——(AMENDMENT) LAW, 1988	37 of 1988
Law 24 of 1967 came into operation on 1.2.1968	68 S. III 61
Law 67 of 1972 came into operation on 2.10.1972	S.III(I)525
Termination of Employment (Redundancy Fund) Regulations 1977	77 S.III(I)397
——(Amendment) Regulations, 1979	79 S.III(I)729
——(Amendment) (No.2) Regulations, 1979	79 S.III(I)813
——(Amendment) Regulations, 1980	80 S.III(I)877
——(Amendment) Regulations, 1983	83 S.III(I)225
TRADE DISPUTES (CONCILIATION, ARBITRATION AND INQUIRY) LAW	Cap. 187
TRADE UNIONS LAW, 1965	71 of 1965
——(AMENDMENT) LAW, 1970	22 of 1970
Law 71 of 1965 came into operation on 1.1.1966	65 S.III 981
Trade Unions Regulations	68 S.III745, 818
Trade Unions Rules	S.L. Vol.II.452
——(Amendment) Rules	78 S. II 52
Fees to be paid in stamps	58 Vol.II 488
Appointment of Registrar	70 S.III 785
TRIPARTITE CONSULTATIONS (see "Convention concerning Tripartite Consultations (International Labour Standards) (Ratification) Law, 1977")	
UNEMPLOYMENT CONVENTION 1919 (RATIFICATION) LAW, 1965	53 of 1965
UNEMPLOYMENT PROVISION CONVENTION 1934 (RATIFICATION) LAW, 1965	55 of 1965
WEEKLY REST (COMMERCE AND OFFICES) CONVENTION (No. 106) OF 1957 (RATIFICATION) LAW, 1966	72 of 1966

B. Title of convention/recommendation

Serial No.		Law No.
1.	Abolition of Forced Labour Convention, 1957 (No. 105)**	
2.	Communications within the Undertaking Recommendation, 1967 (No. 129)	
3.	Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965 (No. 125)	
4.	Co-operatives (Developing Countries) Recommendation, 1966 (No. 127)	
5.	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	3 of 1968
6.	Dock Work Recommendation, 1973 (No. 145)	
7.	Equal Remuneration for men and women for work of equal value Convention, 1951	213 of 1987
8.	Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)**	
9.(a)	Employment Injury Benefits Convention, 1964 (No. 121)	38 of 1966
(b)	Employment Injury Benefits Recommendation, 1964 (No. 121)	
10 (a)	Employment Policy Convention, 1964 (No. 122)	39 of 1966
(b)	Employment Policy Recommendation, 1964 (No. 122)	
11.	Employment Service Convention, 1948 (No. 88)**	
12.	Employment (Women with Family Responsibilities) Recommendation, 1965 (No. 123)	
13.	Examination of Grievances Recommendation, 1967 (No. 130)	
14 (a)	Final Articles Revision Convention, 1961 (No. 116)	35 of 1964
(b)	Amendment	15 of 1965
15.	Forced Labour Convention, 1930 (No. 29)**	
16.	Fishermen's Articles of Agreement Convention, 1959 (No. 114)	73 of 1966
17.	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	17 of 1966
18 (a)	Guarding of Machinery Convention, 1963 (No. 119)	14 of 1965
(b)	Guarding of Machinery Recommendation, 1963 (No. 118)	
19 (a)	Human Resources Development Convention, 1975 (No. 142)	35 of 1977
(b)	Human Resources Development Recommendation, 1975 (No. 150)	
20 (a)	Invalidity, Old-Age and Survivors Benefits Convention, 1967 (No. 128)	125 of 1968
(b)	Invalidity, Old-Age and Survivors Benefits Recommendation, 1967 (No. 131)	
21 (a)	Labour Administration Convention, 1978 (No. 150)	64 of 1980
(b)	Labour Administration Recommendation, 1978 (No. 158)	
22.	Labour Clauses (Public Contracts) Convention, 1949 (No. 94)**	
23.	Labour Inspection Convention, 1947 (No. 81)**	
24.	Labour Inspection (Agriculture) Recommendation, 1969 (No. 133)	
25 (a)	Labour Relations (Public Service) Convention, 1978 (No. 151)	65 of 1980
(b)	Labour Relations (Public service) Recommendation, 1978 (No. 159)	
26.	Labour Statistics Convention, 1985	198 of 1987
27.	Legal Status of Children born out of Wedlock Convention, 1979	50 of 1979
28.	Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)**	
29.	Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	

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Serial No.		Law No.
30 (a)	Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	36 of 1977
(b)	Migrant Workers Recommendation, 1975 (No. 151)	
31.	Migration for Employment (Revised) Convention, 1949 (No. 97)**	
32.	Minimum Age (Trimmers and Stockers) Convention, 1921 (No. 15)**	
33 (a)	Minimum Age (Underground Work) Convention, 1965 (No. 123)	80 of 1966
(b)	Minimum Age (Underground Work) Recommendation, 1965 (No. 124)	
34.	Night Work (Women) Revised Convention, 1948 (No. 89)	56 of 1965
35.	Night Work of Young Persons (Industry) (Revised) Convention, 1948 (No. 90)	57 of 1965
36.	Occupational Cancer Recommendation, 1974 (No. 147)	
37.	Occupational Safety and Health in Dock Work Convention, 1979	197 of 1987
38.	Occupational Safety and Health and the Working Environment Convention, 1981	242 of 1988
39.	Paid Educational Leave Recommendation, 1947 (No. 148)	
40.	Promotion of Collective Bargaining Convention, 1981	241 of 1988
41.	Protection of Wages Convention, 1949 (No. 95)**	
42.	Reduction of Hours of Work Recommendation, 1962 (No. 116)	
43.	Right of Association (Agriculture) Convention, 1921 (No. 11)	54 of 1965
44.	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	18 of 1966
45 (a)	Rural Workers Organisations Convention, 1975 (No. 141)	34 of 1977
(b)	Rural Workers Organisations Recommendation, 1975 (No. 149)	
46.	Special Youth Schemes Recommendation, 1970 (No. 136)	
47.	Tenants and Sharecroppers Recommendation, 1968 (No. 132)	
48.	Termination of Employment Recommendation, 1963 (No. 119)	
49.	Termination of Employment at the Initiative of the Employer Convention, 1982	45 of 1985
50 (a)	Tripartite Consultations (International Labour Standards) Convention, 1976 (No. 144)	37 of 1977
(b)	Tripartite Consultations (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152)	
51.	Underground Work (Women) Convention, 1935 (No. 45)**	
52.	Unemployment Convention, 1919 (No. 2)	53 of 1965
53.	Unemployment Provision Convention, 1934 (No. 44)	55 of 1965
54.	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	42 of 1987
55.	Vocational Training Recommendation, 1962 (No. 117)	
56.	Vocational Training (Fishermen) Recommendation, 1966 (No. 44)	
57.	Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	72 of 1966
58.	Workers Housing Recommendation, 1961 (No. 115)	

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XIV. ARTICLE 12. HEALTH AND AIDS

341. Health care in Cyprus is provided to all people without any discrimination. It is provided by both the Government and the private sector. The private sector is open to those who can afford to pay privately for their medical care, while the government sector provides services free of charge or at minimal fees to all people of the lower economic classes, to refugees, to the members of the civil service and to some other groups. All groups together constitute 70 per cent of the population. The government services comprise 5 district general hospitals, 3 rural hospital, 23 rural health centres and about 150 rural health subcentres.

342. District hospitals provide mainly secondary and tertiary care services while rural hospitals and rural health centres/subcentres have been established to provide the population of the area with:

(a) Preventive, curative, rehabilitative care;

(b) Dental care;

(c) Maternal and child care, including advice on family planning, the encouragement of breast-feeding, the proper nutrition of mother, post-natal and ante-natal care, child guidance and advice on child care, education and information for responsible parenthood as well as counselling on contraceptive methods and devices;

(d) Health education and other preventive programmes. Obviously the pattern of disease existing in Cyprus requires intensive health education of the population and adoption of known effective preventive measures. The efforts of the Ministry of Health revolve around the health education of people early in life before they acquire harmful habits. In order to achieve this goal the Ministry of Health has properly organized the School Health Services whose main duties are the prevention of diseases and the promotion of the health of schoolchildren. Services offered to schoolchildren include booster doses of immunization and rubella vaccination of schoolgirls aged 12, screening for various diseases or abnormalities, lectures on health problems prevalent at the present time, etc. Health education is also available to other groups of the population, such as pregnant women, prospective parents, soldiers and occupational groups. Some of the educational campaigns are: anti-smoking, the fight against acquired immunodeficiency syndrome (AIDS) and hepatitis B, narcotics, the harmful effects of overuse of alcohol, etc.;

(e) Pharmaceuticals to all those entitled to them.

343. In addition to maternal and child health centres, family planning services are provided in all maternal and gynaecological clinics functioning in all district hospitals. These clinics offer:

(a) Antenatal care, deliver and post-natal care. All pregnant women are attended during their pregnancy by either a midwife or an obstetrician. Deliveries take place in a general hospital or a private gynaecological clinic; home deliveries are exceptional. A recent health survey revealed that

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60 per cent of pregnant women prefer to be attended by a private obstetrician who will undertake the delivery;

(b) Treatment of gynaecological diseases;

(c) Screening for cancer of the cervix (pap test);

(d) Antenatal screening for thalassaemia, phenylketonuria and Down's syndrome;

(e) Sterility treatment, i.e. tubal ligation. It is noted here that other forms of contraception, i.e., intra-uterine devices, contraceptive pills, diaphragms, foam spray and condoms, are not provided by the public sector. The Family Planning Association, a non-governmental organization, provides at cost price all contraceptive methods. It also provides sterility and prenatal counselling, counselling on sex matters, pap tests, mammograms, etc.

344. In addition to health education, various preventive programmes have been applied in the fight against diseases that constituted a health hazard in the past. Such preventive programmes include:

(a) The echinococcus and malaria programme (complete eradication of both diseases);

(b) Genetic advice and counselling, in close cooperation with the paediatric clinics;

(c) Abortions for medical reasons. Until 1974 abortions were illegal. However, after the Turkish invasion of Cyprus in 1974 and the rape of many women by Turkish troops, abortion was legalized in the following instances:

(i) When it is proved by the competent police authorities and wherever possible it is confirmed by a medical examination that a pregnancy is the result of rape and if not terminated it will seriously affect the psychosocial status of the pregnant woman;

(ii) When the pregnancy if not terminated will affect either the physical or the psychological health of the mother or her family or if the foetus is born it will suffer a severe physical or mental disease.

345. Although official data is not available it is believed that the broad use of the various contraceptive methods has significantly limited the number of illegal abortions. Legalization of abortion is not desirable in Cyprus since it may further affect negatively the already low fertility rate observed.

A. Women working in the health sector

346. The employment conditions of women in the health sector do not differ from those of male employees. There is no sex discrimination either at the time of employment or in attaining higher professional posts. The number of women employed in the health sector is continuously increasing. However, very few

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women have obtained higher structural posts, and no woman holds any managerial post within the health sector, the explanation being that women pursued higher education at a later date than men.

347. Women receive their medical education in various countries abroad as there is no university in Cyprus. The School of Nursing and the School of Health Inspectors are the only health-related schools functioning in Cyprus. Women are involved in various health-related committees such as the AIDS Committee, the Campaign against Smoking, the Anti-Cancer Committee, the Anti-Anaemia Committee, the Hospital Welfare In-patients Committee, etc.

B. Changes in laws related to women's matters

348. Law No. 54/1987 for the Protection of Maternity provides for mandatory maternity leave of 12 weeks in total of which at least 2 weeks should be taken before and 6 weeks after confinement. Every working mother has the right to be absent from work for one hour per day in order to breast-feed or to take care of the child. A provision in the law gives specific protection to women during pregnancy by prohibiting the employment of women in types of work considered to be harmful to their health.

349. Law No. 324/87 on Child Allowances provides for a monthly tax-free allowance per child paid for the third and subsequent children to families with at least four dependent children below 15 years of age.

C. Initiatives taken in Cyprus to fight AIDS

350. The human immunodeficiency virus (HIV) was first reported in Cyprus in 1986. By 1988, five cases of AIDS had been reported and in May 1988 the Ministry of Health with assistance from WHO drew up a national AIDS programme and developed a short-term plan for AIDS prevention and control. Under this plan information, education and communication activities for the general population and for targeted groups were instituted. In addition, steps were taken for the strengthening of laboratory services and the preparation of protocols for sentinental surveys and the conducting of a knowledge, attitudes, beliefs and practices study.

351. The following activities took place during the period of the short-term plan.

Epidemiology

352. During the implementation period of the plan, voluntary, anonymous reporting of HIV positivity and notifications of AIDS cases from both the public and private sectors to the National Focal Point in the Ministry of Health continued satisfactorily. In 1989, 5,000 sera samples collected at the Thalassaemia Centre for thalassaemia testing were also tested for HIV and found to be negative.

353. The requisition forms for voluntary HIV testing were reviewed and modified in order to provide the surveillance officers with more appropriate and adequate information. Monthly epidemiological reports on the HIV infection situation in Cyprus are prepared for the National AIDS Committee (NAC) and other policy makers.

Laboratory services

354. The first national workshop on HIV testing, held from 8 to 10 December 1989, was sponsored by WHO and the Virology Laboratory at the Thalassaemia Centre and attended by 25 laboratory technicians, 15 from the public sector and 10 from the private sector.

355. HIV laboratory testing was extended to Larnaca District Hospital, following donation of equipment from the community. Currently, laboratory testing is performed at the Virology Laboratory of the Thalassaemia Centre, the Nicosia Blood Bank, the Larnaca District Hospital Blood Bank and in private laboratories. The Virology Laboratory serves as the national reference laboratory, performing supplemental HIV tests. Rapid HIV testing is available at most blood banks.

356. The immunology laboratory at Makarios Hospital in Nicosia started performing CD4/CD8 counts immunofluorescence tests for the clinical management and follow-up of AIDS patients and those testing positive for HIV.

Health education

357. A number of health education activities took place during the period of the short-term plan. Below is a brief description of the major activities:

(a) Media:

(i) Two sets of television and radio spots were used on the national television and radio network;

(ii) On World AIDS Day, two cartoon spots were shown on television. Other television programmes were devoted to the issue of AIDS, including the social aspect. This included an interview with a mother whose son had died of AIDS. This had a strong impact on the audience according to media channels;

(iii) The press was active. Articles and stories were published on many occasions;

(iv) Other lectures and seminars were presented to members of the national guard and employees in private companies;

(b) Materials: The Press Information Office in collaboration with NAC was responsible for printing and publishing leaflets, pamphlets and posters on AIDS. These were widely distributed. Electricity bills were used to transmit information on AIDS to all households;

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(c) Schools:

(i) A number of lectures were given to high school students by physicians and non-governmental organizations. Schools were involved during World AIDS Day activities;

(ii) A three-day workshop was held in 1989 to inform 30 biology teachers about AIDS and to train them on the use of a set of slides. This set consists of 38 slides of different sources including Cyprus and it was put together by staff of the Ministry of Education. It was reproduced in 25 copies. Copies of the video Suzi's Story was made available for teachers to borrow and show to students;

(d) Family Planning Association: The Association maintained an active role in providing health education to many hard-to-reach groups. A major achievement was opening a line of communication and making contacts with homosexual groups in Cyprus, of whom a large number belong to the Homosexual Movement.

Training of health personnel

358. The following training activities occurred during the period of the short-term plan:

(a) A one-day seminar in May 1989 attended by health educators, teachers, physicians, nurses and other health-care workers, organized and sponsored by NAC and attended by 100 participants;

(b) The fifth International Seminar on Immunodeficiencies, held at Nicosia from 9 to 19 November 1989, sponsored by the Cyprus Society of Allergology and Immunology, covering the clinical aspects of HIV infection, attended by 200 participants (physicians and scientists);

(c) The National Workshop on HIV Testing, sponsored by WHO, from 8 to 10 December 1989, attended by 25 laboratory technicians;

(d) The National Workshop on Health Education and HIV Infection, sponsored by WHO, from 11 to 15 December 1989, attended by 24 participants;

(e) The National Workshop on HIV Infection Counselling, sponsored by WHO, 11-15 December 1989, attended by 25 participants;

(f) The first National Conference on AIDS, sponsored by WHO, the Ministry of Health and NAC, on 16 and 17 December 1989, attended by 120 participants (senior health personnel, including specialists in sexually transmitted diseases).

359. In addition, six Cypriots attended the WHO Regional Workshop on Health Promotion and AIDS, Developing Health Messages, Materials and Pretesting Target Audiences, held at Nicosia from 6 to 10 November 1989, and one nurse attended the WHO Regional Workshop on Counselling, held at Cairo in July 1990.

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Counselling and testing

360. Counselling services are being developed for both pre- and post-HIV testing and for the clinical management of AIDS patients and those testing positive for HIV. In May 1989, a Viral Infection Unit was established in Makarios III Hospital for HIV and Hepatitis B testing. HIV testing is provided at all general hospitals. Within this unit an AIDS information telephone line has been established to answer questions regarding all aspects of AIDS or HIV infection; the phone line is available during clinic hours.

Clinical management

361. In 1988 an AIDS Care Unit was opened within the Internal Medicine Department at the Nicosia General Hospital. The Unit offers outpatient and inpatient care for AIDS patients and those testing positive for HIV. Follow-up counselling for persons with HIV infection and AIDS is provided by the clinical management team at the Nicosia General Hospital.

362. The overall objectives of the national AIDS programme in Cyprus are:

(a) To prevent the transmission of HIV;

(b) To reduce the morbidity and mortality associated with the HIV infection;

(c) To reduce the social impact of the HIV infection and AIDS.

363. The National AIDS Committee (NAC) was set up in 1986. The Committee is an advisory organ advising the Minister of Health on matters concerning the prevention and control of AIDS. Many initiatives have been conducted with the help of the Committee, such as programmes to ensure a safe blood supply, to provide screening services and to introduce education through lectures and messages.

364. The Committee comprises 18 members representing the following agencies:

(a) The Ministry of Health: one administrative officer;

(b) The Medical and Public Health Services: three members come from the Services. These are the Director of the Services and two doctors, an epidemiologist and an haematologist;

(c) Other government services, including the Law Office, represented by a counsel of the Republic, the Ministry of Education, the Social and Welfare Services and the Secretariat for Youth;

(d) Professional bodies, including the Cyprus Medical Association, the Cyprus Dental Association and the Cyprus Nurses Association;

(e) Non-governmental organizations, including the Family Planning Association, the Dermatology Society, the Blood-donors' Coordinating Committee and a private physician.

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365. NAC meets once a month. The members are appointed by the Minister of Health.

366. Legislation that exists in Cyprus covering AIDS is the Quarantine Law, chapter 260, providing for dangerous infectious diseases and the Quarantine (Public Health) Regulations issued under the law:

(a) The Quarantine Law, chapter 260 provides in section 3 the following:

> "3. The Council of Ministers may, by notification to be published in the Gazette, declare any disease of an infectious or contagious nature to be a dangerous disease within the meaning of this Law."

By notification under section 3 of that law published in the Third Supplement of the Gazette, No. 2155, dated 27 June 1986 as P.I.184/86, the Council of Ministers declared AIDS, a disease of an infectious and contagious nature, to be a dangerous infectious disease within the meaning of the Quarantine Law, chapter 260;

(b) The Quarantine (Public Health) Regulations provide for the dangerous infectious diseases as set out in the first schedule of the regulations. The regulations were amended by P.I.183/86 published in Gazette No. 2155 dated 27 June 1986 with the addition of the AIDS disease in the first schedule of the regulations.

367. There are also certain other provisions which concern any contagious disease and consequently cover the AIDS disease. Such provisions are found in the Constitution of the Republic of Cyprus, the European Convention for the Protection of Human Rights and Fundamental Freedom and the Criminal Code.

368. The Medical Profession Etiquette Regulations, 1972 are in force by virtue of section 13 (1) (b) of the Medical (Associations, Discipline and Pension Fund) Laws, 1967 and 1970 and contain, inter alia (in sects. 9 to 13) provisions regulating professional secrets.

369. Recommendation No. R(89) 14 of the Council of Europe, Committee of Ministers, adopted by the Committee of Ministers on 24 October 1989 at the 429th meeting of the Ministers' Deputies, covers the ethical issues of the HIV infection in health care and social settings and although it has not been notified, it has a persuasive effect in Cyprus.

370. Cyprus contributes to World AIDS Day by organizing health education activities through the media and the press and lectures and seminars addressed to various groups.

371. Non-governmental organizations contributing to the fight against AIDS are the AIDS Solidarity Movement and the Family Planning Association. Local, social and cultural organizations also contribute to health education by organizing lectures and discussion panels for their members and the public.

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Table 14. Demographic and health characteristics of the population of Cyprus, 1986 and 1989

	1986	1989
Population of Cyprus	684 200	698 800
Proportion of children below 15 years (percentage)	25.4	25.8
Aged persons over 65 years (percentage)	10.4	10.2
Crude birth rate (percentage)	18.7	18.3
Extramarital births (as a percentage of total births)	0.6	0.7
Mean age of women at the birth of their first child (years)	24.3	24.4
Crude death rate (per thousand)	8.9	8.6
Expectation of life at birth		
Males	74	73.9
Females	78	78.3
Infant mortality rate (per thousand live births)	12	11
Crude marriage rate (per thousand)	10.8	9.0
Mean age of men at first marriage (years)	26.5	26.6
Mean age of women at first marriage (years)	23.8	23.9
Crude divorce rate (per thousand population)	0.6	0.6
Maternal mortality rate	0	0
Access to clean water (percentage)	100	100

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	1986	1989
Sanitary facilities (percentage)		
Water closets	97	97
Pit latrines	3	3
Level of immunization	94	99
Rubella vaccination	Offered to all schoolgirls aged 11-14 years	Same
Education	Obligatory by law until the age of 15 years	Same
Expenditure on health services (percentage of gross national product)	4.0	4.8
Persons per doctor	601	482
Persons per dentist	1 659	1 356
Persons per nurse	248	231
Persons per hospital bed	162	166
Hospital beds per nurse	2.0	1.8
Number of beds per 10,000 population	67.4	60.4

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XV. ARTICLE 13. ECONOMIC AND SOCIAL LIFE

A. Paragraph (a)

372. The Child Benefit Amendment Law No. 75/91, substantially improved the Universal Child Benefit Scheme which was introduced by Law No. 314 of 1987. Its main provisions are now as follows:

(a) The child benefit is paid for all children of families residing in Cyprus with at least four dependent children. Dependent children are classified as:

(i) Children under 18 years of age;

(ii) Unmarried male children between the ages of 18 and 21 who serve in the National Guard;

(iii) Unmarried male children between the ages of 18 and 25 or unmarried female children between the ages of 18 and 23 who attend full-time education;

(iv) Unmarried children who are permanently incapable of self-support irrespective of age;

(b) The rate of benefit is £20 per month for every child payable for 13 months in each year. As a rule, the benefit is payable to the mother.

373. Through the implementation of the Public Assistance and Related Services Law, the Welfare Department complies with this provision. The Law states that public assistance is granted to every person regardless of sex who lawfully resides in Cyprus and whose income or financial resources are not adequate for his/her basic and/or special needs as these are set out in this Law. Beneficiaries are also eligible to free medical treatment and allowances for special diet.

B. Paragraph (b)

374. There exists no discrimination against women regarding the right to bank loans, mortgages and other forms of financial credit.

375. In considering applications for loans, banks in Cyprus adhere to and apply generally accepted banking standards and criteria. Such standards and criteria include the reputation and character of the applicant, the purpose of the loan, the applicant's ability to repay the loan and the realizable value of any security offered. Banks do not lend against security but do grant loans to a creditworthy borrower for the financing of a particular purpose or transaction.

376. The above conditions apply to both men and women without discrimination. Usually, when a married man or a woman applies for a loan, the bank requires his/her wife/husband to sign as guarantor. This does not mean in either case that the bank will necessarily merge the credit rating of both in considering

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the approval of the loan or that the signature of husband/wife is required in order to grant a loan.

377. Both men and women, if they consider that they have been unfairly treated when applying for a bank loan, are free to refer any complaint to the bank's senior management for consideration.

378. The criteria for provision of financial assistance by the Cyprus Development Bank relate to aspects of project viability and competitiveness; such assistance is granted to companies whose shareholders may be male and/or female. The sex of the shareholders has never been an issue for financial support to companies.

C. Paragraph (c)

379. Women in Cyprus participate equally in community councils, community advisory committees and voluntary organizations. Although women are ensured the same rights as men concerning membership and participation in youth centres and institutions, it should be mentioned that women in Cyprus generally have little free time to participate in recreation activities because of their social status and the expectation that their time will be spent fulfilling the role of mother and wife.

380. Various cultural, educational and recreational activities are organized by youth centres for all community members irrespective of sex.

381. As far as the right of women to participate on equal terms with men in the formulation of government policy and its implementation and to hold public office, reference should be made to the following document from the Department of Statistics and Research dated 27 August 1981:

Posts with scale A15 and over in Government and semi-government organizations held by women in 1991

A. Total posts and those held by women

Type of public office	Total number of posts	Number of posts currently held by women	Percentage of posts currently held by women
Government ministries and departments	262	22	8.4

B. Government departments in which women hold such posts

		Number of posts
1.	Official receiver and registrar	1
2.	Director of finance	1
3.	Senior specialist (in government hospitals)	1
4.	Specialists (in government hospitals)	5
5.	Director of the General Laboratory	1
6.	Senior district judges	2
7.	District judges	4
8.	Senior counsel of the Republic	6

C. Semi-government departments in which women hold such posts

		Number of posts
1.	Director of the Cyprus Tourism Organization	1

Government posts scale A15 and over

		Number of posts	
		Total	Females
1.	President	1	-
2.	Government spokesman	1	-
3.	Under-secretary	1	-
4.	Directors general	11	-
5.	Secretaries (Council of Ministers)	2	-
6.	Director General of the House of Representatives	1	-
7.	President of the Supreme Court	1	-
8.	Judges of the Supreme Court	1	-
9.	Chief Registrar of the Supreme Court	1	-
10.	Presidents of District Courts	6	-
11.	Senior district judges	8	2
12.	District judges	25	4
13.	President of the Industrial Disputes Court	1	-
14.	Judge of the Industrial Disputes Court	1	-
15.	Presidents of Rent Control Court	2	-
16.	President of Court Martial	1	-
17.	Deputy President of Court Martial	1	-
18.	Attorney-General of the Republic	1	-
19.	Deputy Attorney-General	1	-
20.	Senior Counsel of the Republic	13	6
21.	Auditor-General	1	-
22.	Deputy Auditor-General	1	-
23.	Chairman of the Public Service Commission	1	-
24.	Members of the Public Service Commission	4	-
25.	Chairman of the Educational Service Commission	1	-
26.	Members of the Educational Service Commission	4	-
27.	Minister of Defence	1	-
28.	Minister of Agriculture and Natural Resources	1	-
29.	Minister of Justice and Public Order	1	-
30.	Minister of Commerce and Industry	1	-
31.	Minister of Labour and Social Insurance	1	-
32.	Minister of the Interior	1	-
33.	Minister of Foreign Affairs	1	-
34.	Minister of Finance	1	-
35.	Minister of Education and Culture	1	-
36.	Minister of Communications and Works	1	-
37.	Minister of Health	1	-
38.	Registrar of the Cooperative Society	1	-
39.	Accountant-General	1	-

		Number of posts	
		Total	Females
1.	Director of the President's Office	1	-
2.	Director of Agriculture	1	-
3.	Director of Veterinary Services	1	-
4.	Director of Forests	1	-
5.	Director of Water Development	1	-
6.	Assistant Director of Water Development	1	-
7.	Director of Geological Survey	1	-
8.	Director of Meterological Services	1	-
9.	Director of Land Consolidation	1	-
10.	Director of Prisons	1	-
11.	Director of Commerce	1	-
12.	Director of Industry	1	-
13.	Director of Prices Control and Consumers Protection	1	-
14.	Head of Mines Service	1	-
15.	Official Receiver and Registrar	1	1
16.	Director of Labour	1	-
17.	Director of Social Insurance	1	-
18.	Director of Welfare Services	1	-
19.	District officers	6	-
20.	Chief of Police	1	-
21.	Deputy Chief of Police	1	-
22.	Assistant Chiefs of Police	3	-
23.	Director of Town Planning and Housing	1	-
24.	Director of Lands and Surveys	1	-
25.	Director of Press and Information Office	1	-
26.	Ambassadors	12	-
27.	Directors of Finance	6	1
28.	Deputy Account General	1	-
29.	Director of Customs and Excise	1	-
30.	Director of Inland Revenue	1	-
31.	Director of the Department of Statistics and Research	1	-
32.	Director of the Department of Stores	1	-
33.	Director of the Printing Office	1	-
34.	Director of Data Processing Service	1	-
35.	Director of Higher and Tertiary Education	1	-
36.	Director of Secondary Technical/ Vocational Education	1	-
37.	Director of Primary Education	1	-
38.	Director of Secondary Education	1	-
39.	Director of the Cultural Research Centre	1	-
40.	Director of Public Works	1	-
41.	Director of Antiquities	1	-
42.	Director of Civil Aviation	1	-
43.	Director of Merchant Shipping	1	-
44.	Director of Postal Services	1	-

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		Number of posts	
		Total	Females
45.	Director of Road Transport	1	-
46.	Director of Electrical and Mechanical Services	1	-
47.	Chief Health Officer	1	-
48.	Director of Medical and Public Health Services	1	-
49.	Chief Medical Officers	6	-
50.	Senior specialists	22	1
51.	Specialists	33	5
52.	Director of Mental Health Services	1	-
53.	Specialists of Mental Health Services	2	-
54.	Director of Dental Services	1	-
55.	Director of Pharmaceutical Services	1	-
56.	Director of the General Laboratory	1	1
57.	Principal administrative officers	8	-

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XVI. ARTICLE 14. RURAL WOMEN

382. The Permanent Central Agency for Women's Rights has set up a Special Committee for Rural Women which as a matter of priority has carried out a comprehensive study in an effort to identify their problems and put forward suggestions to meet their needs.

A. Current situation of the Cypriot woman farmer

383. Cypriot women farmers who constitute a numerically significant part of the population - 17 per cent of the country's population - participate and contribute considerably to the development process. This contribution stems especially from the following:

(a) Their participation in the economically active population amounts to 15 per cent of the total, out of which 68 per cent is engaged in agriculture. Women farmers constitute 25 per cent of the female labour force nationwide;

(b) Women constitute 57.5 per cent of those engaged in agriculture. This can be explained in part by the part-time engagement of the farming family in agriculture, and the fact that one member of the family, usually a man, seeks outside employment, usually in the urban areas. In this way women farmers stay behind and take over responsibility for the farming activities. From this participation of the women farmers in agriculture it can be said that they contribute equally to both agriculture and the animal farming sector. Further it was found after relevant investigation of 14 agricultural activities that women farmers participate actively in all activities, and indeed in several of them they hold exclusive responsibility. The Cypriot woman farmer's contribution to agriculture is remarkable more so when one takes into account that the farming sector constitutes one of the fundamental components of the development of the Cyprus economy. Farming today accounts for 7.5 per cent of the gross domestic product;

(c) Their important contribution to the family income is something more than 50 per cent. This is mainly attributed to: (i) their engagement in farming; (ii) their significant contribution to the production/processing of foodstuffs (activities which contribute in addition to the increase of farming income of the farming family, to the improvement of its diet), handicrafts and other activities; and (iii) to their purely non-farming occupations;

(d) Their responsible position within the family where they undertake alone the task of raising their children and performing all kinds of household chores with minimal help from the husband.

384. In spite of the vital contribution of women farmers to agricultural production, the family, rural development and the national economy in general, nevertheless, they live under conditions which make it hard for them and have an adverse effect on their efficiency at work. Important factors include:

(a) The multiple roles and the peculiar circumstances under which they are executed (in farming, ill-defined working hours and non-existent vacations and

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holidays, and at home the hard nature of the rural household, with limited access to modern appliances;

(b) The traditional views and prejudices which are more intense in the rural areas and especially within the rural family, which effect in a negative manner their way of life;

(c) The ill-perceived recognition of their important role in agriculture, where males are usually considered the main productive power;

(d) The comparatively limited, in relation to the urban areas, existence and provision of services and programmes and the absence of facilities in their fields of work (health centres, pre-elementary age children, day-care centres, special training programmes for women farmers);

(e) Their low educational level, accounting for the largest percentage of illiterates nationwide (23 per cent for women farmers *vis-à-vis* 12 per cent for women living in urban areas). Illiteracy is higher, of course, among elderly women.

385. All of the above-mentioned situations can be considered as the main causes accounting for the problems of women farmers.

386. While it can be said that within the institutional framework in general there is no discrimination against women farmers, who enjoy the same privileges and treatment as men (e.g., they have the right of participation in various associations, the right to land ownership, to credits, to loans, to participation in the programmes of rural development), in actual fact, however, habits, traditions and social preconceptions regarding the roles of women farmers lead to some forms of discrimination at their expense which in the long-term effect negatively their position in the development process. The Special Committee for Rural Women, in the process of conducting its study, identified specific cases which have to come under the heading of discrimination against women farmers. As such can be mentioned mainly those connected with:

(a) The incomes of women farmers, those belonging to the farming labour force (wage-earners), where they receive lower wages in comparison to men farmers (e.g., the hourly wage rate for women farmers is £C 1.77, according to data supplied by the Statistics Department in 1989);

(b) The Social Security Scheme, which does not cover women farmers engaged in agriculture (except certain very limited cases) because their job is not considered as insurable.

387. All the above-mentioned cases have resulted in women farmers appearing to be neglected, at the sidelines of developments, living in conditions of dependency and generally to be in a disadvantageous position compared with other sectors of the population. More specifically, these negative situations not only affect the quality of life of women farmers but also their efficiency in their multiple roles, and have the following result:

(a) Their working hours are long; they have very little free time and very limited recreation;

(b) Their participation in the various programmes of agricultural/rural development is negligible and at the decision-making level almost non-existent;

(c) The care of small children is mainly their responsibility;

(d) The channelling of modern technology in their work cycle is very limited whereas in agricultural matters this is channelled to them through their men (husband, father, etc.);

(e) Women farmers, especially as women and mothers, face problems and are subjected to hardships on issues of medical care and conditions of health maintenance for themselves and their children;

(f) Women farmers are deprived of the right to enjoy the benefits given to other working women (pensions, etc.) especially benefits related to motherhood.

388. From the comprehensive review of the current position of Cypriot women farmers, it appears that there is a close interrelationship of sectors related to rural development, as well as the necessity to provide them with every possible help and protection. Every effort to improve the lot of Cypriot women farmers contributes not only to the qualitative improvement of the life of these women but also to broader socio-economic sectors related to the strengthening of agricultural sector, increasing its contribution to the gross domestic product (15.7 per cent in 1975, 10 per cent in 1980, 7.9 per cent in 1985, and 7.2 per cent in 1990), encouraging young persons to be engaged in farming (80 per cent over 35 years old in the 1976 census and 85 per cent in the 1985 census), and stabilizing the rural population in the countryside (57.8 per cent in 1973, 47.3 per cent in 1976, 36.5 per cent in 1982, and 35 per cent in 1988). Thus, it is deduced that it is imperative that women farmers be regarded not only as contributors but also as beneficiaries of the development process. The balanced and creative participation of women farmers in all facets of the development process (economic, social and political) should be considered as a fundamental prerequisite.

389. In practical terms the positions should be promoted along with the necessary institutional reforms and structural changes in the social and economic sectors as follows:

(a) The promotion of the significance of the role of women farmers, especially in agriculture, so that they receive the necessary recognition by the public in general;

(b) The equal treatment of women farmers vis-à-vis men and other working women in the various sectors of life and in the abolition of discrimination against them;

(c) The restriction of the anachronistic beliefs and prejudices concerning the roles and position of women farmers;

(d) The provision of facilities through programmes and services (health, child care, etc.);

(e) The minimization of their workload so that they are given time to pursue social and other useful activities;

(f) The transmission of modern technology to them in all sectors of their activities and on an equal basis with men;

(g) The promotion of the economic independence of women farmers with the creation of new occupations (which would contribute to their social upgrading);

(h) The encouragement of their active participation in all agricultural and rural development programmes, especially at the decision-making level;

(i) The protection and safeguarding of the equal rights of women engaged in agriculture as auxiliary or non-paid members of the family (more specifically, this concerns the Social Security Scheme, which should also cover this sector of working women);

(j) The recognition of motherhood as a social vocation for the women farmers;

(k) The promotion of the presence of women who are versed in issues concerning women farmers at the decision-making levels with regard to the planning and implementation of agricultural policies;

(l) The awakening/mobilization of women farmers themselves for a dynamic self-assertion of their rights.

390. Because the required activities for the achievement of these individual targets fall under the jurisdiction of various bodies and services which through their isolated efforts may possibly not achieve the expected results, it is deduced that a global treatment of these problems and needs of women farmers is imperative. This should be promoted through a dynamic unified policy. The Ministry of Agriculture and Natural Resources, as the ministry with direct competence on issues of agricultural policy and therefor farming women, is expected to play a leading role in promoting and coordinating the activities of all involved bodies and services.

B. Comprehensive presentation of individual studies

Women farmers and social security

391. This study deals with the right of women farmers to direct participation in the Social Security Scheme.

392. The Social Security Scheme in Cyprus has as its main goal to provide coverage and protection of all working people. Essentially, the insurance is obligatory; there is also, however, an optional one under certain conditions. Social security contributions amount to 15.5 per cent for employees and

14.5 per cent for self-employed persons. Social security provides assistance payments, pension subsidies, amounts for accidents in the workplace and other special subsidies/assistance payments, which in the case of women are marriage, childbirth and motherhood.

393. Women farmers, who account for more than 50 per cent of those engaged in agriculture, are not entitled to any kind of insurance because their work is not considered insurable. The income of a woman farmer from the common labour with her husband is considered as a single income and between the two of them only the husband receives insurance. Several reasons are given for excluding farming women from the Social Security Scheme, such as:

(a) The practical difficulties involved in establishing the extent of employment of the women concerned on family farms and the income earned from that employment;

(b) Overburdening the family income of farmers with the required contribution;

(c) The fact that the wives and other dependants of farmers are indirectly protected for certain "risks" through the farmer's own insurance (maternity grants, survivor's benefit, funeral grants).

394. At present, the only prospect of benefiting women farmers is limited to the possibility of pensioning them through a proposed scheme for the pensioning of non-insured persons, with a minimum monthly pension of £C 50 for persons over the age of 70 years.

395. For the Committee, the exclusion of women farmers from the Social Security Scheme is interpreted as disregarding their considerable contribution to the farming sector and their obligation to live under conditions of dependency, depriving them of the right to enjoy the benefits of the other working people (especially those provided to women), and creating an issue of discrimination against women farmers and a violation of the principles of equal rights and the respect of human dignity.

396. On the basis of the findings of the Committee and of article 14 of the Convention, for the safeguarding of the right of women farmers to benefit directly from the Social Security Scheme, recommendations were expressed concerning the equal treatment of all women farmers with all other classes of working people with the acceptance of their work as insurable and their coverage by the Social Security Scheme. At the present stage consideration should be given to a form of insurance for women farmers such as optional insurance for the self-employed and the right preconditions should be created and motives should be given for encouraging their participation. These are essentially related to the contributions and the appropriate amendments of the relevant legislation for a reduction of the lower proportion of insurable incomes (in cases where farming income comes from the provision of labour from two spouses), an increase in State contributions, etc.

Women farmers and agricultural loans

397. This study deals with the right of women farmers to have access in the procedure of taking agricultural loans.

398. The granting to farmers of loans related to rural developments takes place with government financing through the lending committees or the Cooperative Central Bank on the basis of several development plans and law No. 56/62. In this field of lending, contributions of the cooperative movement are made through the cooperative credit companies. Loans granted by both the Development Bank and the commercial banks for large-scale agricultural/animal production units are marginal.

399. The Ministry of Agriculture deals with the financing of government loans to farmers/fishermen through lending committees on the basis of several development schemes. In the 1990 development budget (the year the study was conducted) credits were available for the financing of 22 such schemes, amounting to approximately £C 1 million. Loans granted are low-interest, medium-term and mortgaged and are given on the basis of prescribed criteria and designated procedure in all stages of application, approval and issuing of the loan.

400. In order to ascertain the extent of participation of women farmers in this decision-making procedure, several schemes were investigated for the period 1986-1989, from which it appears that:

(a) At the application stage, women farmers represented 19 per cent;

(b) At the approval stage they represent 25 per cent;

(c) At the loan-issuing level they represent 34 per cent.

401. Under law No. 56/62, loans are granted to farmers for purposes specified by the Council of Ministers (pumping equipment, drilling for water, purchase of farm land, construction of greenhouses, etc.). These loans require a mortgage and are low interest.

402. Of the total number of loans issued during the past three years, loans to women farmers accounted for 44.5 per cent.

403. The Development Bank issues loans to farmers for units which operate on a commercial basis, and requires a mortgage. During the period 1986-1989, the Bank gave loans to six companies, and from the information given no women farmers received financing.

404. The local cooperative credit companies granted loans for various reasons. For the purpose of the study, however, the only ones which were investigated were those given for farming purposes on guarantee. From the investigation of such companies, which were located in various districts, it appears that out of a total of 648 persons who were granted a loan in 1989, women farmers numbered 61, or 9 per cent of the total.

405. From the examination of the relevant information and data the following general conclusions are drawn:

(a) There is no discrimination against women farmers in the criteria of granting loans;

(b) The development schemes concern solely agricultural matters while there is no special provision for the granting of loans for related sectors of rural development in which women farmers are usually employed;

(c) For loans requiring a mortgage, the participation of women farmers ranges between 34 and 44.5 per cent (with large loans as an exception, e.g., from the Development Bank, which usually concern professions traditionally thought to be male-dominated), while for loans on guarantee it is very small, 9 per cent. This is interpreted as follows. Because women farmers in their majority happen to have in their name part of the family property, during the conclusion of a mortgage loan women take the loans when they are owners of the immovable property within the family. However, as is confirmed by competent officers who oversee the works of those receiving finance, the loans are handled essentially by the husbands. Consequently for such cases it cannot be said that the loans are made because of the need to involve the woman farmer herself.

406. In order to encourage the substantial participation of women farmers in rural lending so that it involves them in issues of management of agricultural exploitation, to contribute in the manifestation of new initiatives and their leadership qualities, to push them in order to motivate the youth in these sectors of economic significance:

(a) All of those involved in the process of granting loans should be briefed accordingly about the need for the substantial involvement of women farmers in receiving loans;

(b) Lending schemes should be planned and announced in the sectors of rural development, which traditionally mobilize women farmers, e.g., small-scale industries that trade in farming products etc., that at the same time mobilize women in new sectors that are of economic significance to them;

(c) Suitable mechanisms should be put in place for:

(i) The briefing of women farmers in various schemes;

(ii) The sustained evaluation of the degree of participation of women farmers in loans;

(iii) The taking of corrective measures in any cases of discrimination that might arise.

Participation of women farmers in rural development programmes

407. This study focuses on the right of women farmers to participate actively in the working out and implementation of rural development programmes at all levels, and in all the activities of their community.

408. For the rural areas there is a wide range of organization programmes that affect directly or indirectly the form of agricultural/rural policy. Rural people are served to a large extent through various activities. With the potential for women to participate actively at all levels of activity of the relevant organizations, especially at the decision-making level, unique opportunities exist for women farmers to play a substantial role during the formulation of policy on matters that concern them directly. Women farmers, who play a significant role in agricultural production, hold somewhat more than 50 per cent of farming land and contribute significantly to the socio-economic development of the country. They have a direct relationship with the reasons for the existence and functioning of these organizations.

Organizations investigated and the position women farmers hold in them

409. Farming organizations are regarded as the main instruments of expression of the farming people, which they represent on various advisory committees and councils. They operate on a nationwide basis, having central organs at the top, district committees and local committees (in the villages). The officers at various levels are elected by their members at conventions. In the constitutions of the farming organizations, there are no provisions for discrimination against women farmers, who have the right both to vote and to stand for election. However, their participation in the various activities of these organizations is limited, especially at the decision-making levels. This is restricted mainly to that of simple members, while very few are officers.

410. Local rural development councils which function at the level of rural communities, include the associations for the protection of plants and the local committees for land redistribution. The main task of these councils is the planning, execution and management of the respective works. The councils are administered by committees consisting of individuals who are elected from among the participating farmers. Owners of farm land are entitled to become members in the councils. Women farmers, who constitute something more than 59 per cent of all the owners of land, even as simple members, have a participation which ranges from 18 to 33 per cent. This is owing to the fact that officially the name of the husband is registered as a member, regardless of whether he is the owner of the farming land or not. The participation of women farmers is far more restricted in the various activities of the councils. At the decision-making level, which is the administrative committee, their presence is almost non-existent. Out of a total of 3,401 members of various committees, only 74 women farmers participate, or 2 per cent.

411. Organizations for the marketing of agricultural and animal products are divided among the public, cooperative and private sectors.

412. The public sector includes the Cereals Committee, the Council of Wine Products, the Potato Marketing Board, the Cypriot Carrots and Beetroot Marketing Board and the Organization of Cyprus Dairy Industry, which market the products corresponding to their titles. The councils of these organizations include representatives of the State sector, of the cooperative movement and of the producers who are appointed by the Council of Ministers.

413. The cooperative movement markets agricultural products through cooperative companies that operate on a nationwide basis, such as the Cooperative Unions of Carobs, and through the cooperative credit companies and associations that supply agricultural products and operate at the local and regional levels. Around 430 cooperative companies operate in the rural areas (Pancyprian, local and credit companies, etc). Members of these companies are the inhabitants of the community region in which the company has its headquarters, or, those who have property in this region. All the cooperative companies are administered by committees which are elected in general meetings of members held every three years.

414. It is observed that the participation of women farmers at various levels of the marketing organizations for agricultural and animal products is generally limited to that of beneficiary (public sector) or simple member (cooperative). On the board of directors of these organizations, their presence is negligible. More specifically, out of a total of 2,949 members of boards of directors, 46 women farmers participated, a proportion that is less than 2 per cent.

415. The local administration in rural areas is carried out by municipal councils, improvement boards' councils and village authorities. Municipal councils undertake local administration beyond the capital of the district and the townships, while the other two bodies are usually found in the rest of the community, with the improvement boards' councils in the more prosperous communities. According to the legislation the members of local government bodies are elected by universal suffrage of the inhabitants of an area, who are over 18 years of age. The councils have a president, a vice-president and advisers and the village authorities consist of the president of the community and the members of the village committees. Representation of women farmers in the local administration of rural areas is very poor and not at all representative of their significant socio-economic role in the country's affairs. Out of a total of 2,714 individual members of the various forms of local administration in the rural areas, only 30 are women farmers, or 1 per cent.

Recommendations

416. This unsatisfactory picture of the exclusion of the woman farmer from the various rural development programmes could be interpreted as a result of such factors as: her non-acceptance by the general public, her own fear of facing criticism, the lack of confidence in herself, the lack of time for the woman farmer owing to her workload as well as in the often observed lack of interest for her further activation, and, finally, her ignorance. In order to actively involve women farmers at all levels of the rural development programmes, especially at decision-taking levels, further action is needed in the following areas:

(a) Changing traditional attitudes and preconceptions vis-à-vis women farmers. A positive measure in this direction is the considerable projection of the important role of women farmers in the productive and social activities of a community;

(b) The provision of assistance and encouragement to women farmers so that they acquire self-confidence and the experience needed to develop their leadership capabilities. Positive activities which would contribute to the achievement of the aforementioned target include the establishment/strengthening of nationwide, district and regional meetings of women farmers, the publication and circulation of special bulletins (written in simple language) for briefing women farmers on issues which concern them and encouraging their involvement in new creative sectors (small handicrafts, industries, cooperatives, etc.) which would promote their economic independence;

(c) The encouragement of women farmers to take a greater interest in public affairs;

(d) The granting to women farmers of the means and facilities necessary to reduce their workload and give them more free time. Services and programmes are called upon to make a contribution in this direction;

(e) The briefing of women farmers on the existence and functioning of organizations that concern them as well as about individual activities.. Those who offer services in the countryside should consider it their obligation and responsibility to brief women farmers;

(f) The faithful implementation of the operational regulations of some organizations (e.g., local councils on rural development), in which the actual owners of the farmland should become members.

Women farmers and land consolidation

417. The study was concerned with whether women farmers receive equal treatment in such programmes of rural reform as the land redistribution schemes.

418. The programmes operating and responding to the above provision are those implemented through the Land Consolidation Service of the Ministry of Agriculture. The land consolidation policy in Cyprus is implemented with the aim of combating the multidivision and micro-division of rural property with actions targeting its consolidation and redistribution. The ultimate aim is the creation of larger, more economically exploitable units and an increase in the farming income. In order to implement land consolidation in an area, the owners themselves should display interest. This is followed by various actions, such as the feasibility study of land consolidation in the area, meetings of all the landowners and the election of a temporary committee, which will define the exact area where land consolidation will be implemented. Upon final approval of the implementation of land consolidation by the affected owners, two committees are chosen: (a) the Land Consolidation Committee, which consists of three rightful owners and five officials and has the responsibility for organizing as well as implementing the relevant measures; and the Evaluation Committee, which consists of two elected owners and three officials and has the responsibility for carrying out the evaluation of each land ownership. From the time of inception of the land consolidation programme, 30 schemes have been successfully implemented, while the groundwork is being carried out for the implementation of other schemes.

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419. According to Cyprus legislation, there is no discrimination between men and women landowners, to whom equal voting and action rights are granted. Nevertheless, women, although accounting for over 50 per cent of the landowners in the land consolidation schemes, are not effective in the land consolidation activities because of their almost non-existent presence and participation:

(a) At meetings;

(b) At enlightenment meetings. Of the 21 landowners of the Maroni area land consolidation, 14 of whom are women, 13 reported that they had never attended any such meetings because their husbands represented them;

(c) At committees. Out of a total of 215 owners who have been selected to date as committee members, only 4 are women; that is a proportion of 1.8 per cent;

(d) At training courses. Out of a total of 134 trainees attending specific training courses over the past five years, only 1 was a woman.

420. Undoubtedly this situation of very poor participation of women farmers in the land consolidation programmes demeans them, especially taking into consideration that through the activities/actions related to land consolidation it is their own property that is at stake, which they alone should have the responsibility of handling. The total picture presented above can be attributed to factors similar to those mentioned in the section above concerning the participation of women farmers in land development programmes. Thus, the recommendations are similar too. It is underlined that there is a need:

(a) To operate suitable mechanisms and undertake necessary measures for:

(i) The creation of a conscience and the sensitization of those directly connected with the issue of officers in the need to involve women farmers in land consolidation programmes;

(ii) The direct briefing of women farmers about the aims and the activities of land consolidation and encouraging them to exercise their rights;

(iii) The sustained evaluation of the extent of participation of women farmers in the various land consolidation activities and the taking of corrective measures;

(b) To organize special training activities for women landowners, who would contribute directly to briefing women farmers on issues that concern them;

(c) To investigate the possibility of adopting special temporary measures aimed at safeguarding the participation of women farmers in the various committees for the purpose of ensuring their equal opportunity in decision-making concerning the organization and implementation of land consolidation measures and the carrying out of evaluations of property etc. These measures may be terminated when the aims of equality have been achieved (Convention, art. 4.1).

Women farmers and health programmes/services provision

421. The study examined whether women farmers were awarded adequate facilities in matters of health, including information, guidance, provision of service as well as briefing on family planning.

422. Implementation of the relevant government policies is carried out under the National Health Plan, with the cooperation and aid of services of ministries such as education, agriculture, interior etc.

423. Medical services are provided essentially through two sectors: the public and the private.

424. The public sector employs 297 doctors and 1,705 persons in the nursing staff. The offer of services is carried out essentially through hospitals and rural health centres. These provide around 1,216 beds. The private sector employs 786 doctors and 590 persons in the nursing staff. Services in this sector are provided in 1,040 surgeries, clinics and polyclinics, which provide 1,452 beds. Nicosia General Hospital offers the largest number of specialized services.

425. For special services for women and the children, the following are mentioned:

(a) The public sector operates modern and well-equipped gynaecological and paediatric sections (Makarios III Hospital in Nicosia, Larnaca Hospital). Cases are treated by 15 gynaecologists and 22 paediatricians, distributed at the various hospitals nationwide. The number of beds is: 57 for gynaecological cases; 98 for obstetrics cases and 149 for paediatrics cases. Among the special services for women and children offered at the various hospitals are the inoculation programme for girls aged 11-14; the institution of a prenatal examination for the diagnosis of thalassaemia in the foetus; pap tests for the cellular examination of women and inoculations of children against contagious diseases;

(b) In the private sector, 35 gynaecological and obstetrics clinics are operating, staffed by 84 gynaecologists and equipped with 431 beds. For paediatrics cases, there are 91 beds and treatment is performed through the services of 102 paediatricians.

426. The following are mentioned for health and medical care programmes in rural areas:

(a) Medical care is essentially provided by the public sector because the private sector offers only limited care in rural areas. The public sector generally offers its services through the rural health centres and the rural hospitals. The health centres operate for the provision of primary examinations and the treatment of emergencies. Their personnel offer medical services at schools and services for the care of mothers and children. There are 19 health centres and 195 subcentres, staffed by 25 doctors (including 1 paediatrician), 20 pharmacists, 39 paramedics and 10 visiting nurses. They provide 15 beds and 7 ambulance drivers. The working hours of most of these are adjusted to the

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working schedule of the public service. There are three hospitals in the rural areas and essentially their operations aim at providing general examination and medical care in cases of general pathology and tuberculosis (Kyperounda). They are staffed with 21 doctors, 5 pharmacists, 72 nurses, 4 visiting nurses and 4 dentists. They have 90 beds and 6 ambulances. Their services are reinforced by the occasional visits by specialized doctors/gynaecologists, surgeons and a tuberculosis specialist. The rural hospitals operate on a 24-hour basis. The private sector in the rural areas offers services through two gynaecological clinics and there are three gynaecologists and three paediatricians.

(b) The provision of programmes relevant to health for rural areas by other bodies basically concerns the enlightenment programmes of the Ministry of Agriculture:

(i) Special services concerning women and children are essentially concentrated in urban centres. A well-based query exists as to whether women farmers are aware of the provision of these services so that they can take advantage of them. The data available about cases treated (inoculations, tests, etc.), are usually not analytical in terms of sex and area, so that the drawing of conclusions as to how well women farmers are treated by these services is difficult;

(ii) For the educational services to women farmers, on the other hand, it is observed that their contribution is of a lower standard because they are not in a position to deal with large numbers of women farmers.

427. The need arises, therefore, for the taking of measures for the improvement/extension of the standard of health services and programmes offered in rural areas, especially those concerning women farmers. These should be aimed at:

(a) Upgrading/reinforcing rural health centres and hospitals by increasing staff and manning them with gynaecologists and paediatricians, providing the equipment needed for gynaecological and paediatric tests, as well as their round-the-clock operation;

(b) The keeping of analytical records of cases treated and other health issues so that a correct evaluation can be carried out about the standard of health and the degree of medical service to women farmers;

(c) The strengthening of educational services for women farmers;

(d) The provision of special protection to women farmers during pregnancy, which would safeguard the health of both mother and child;

(e) The inclusion in the National Health Scheme of special provisions which would serve the countryside.

Training programmes for women farmers

428. The study examined whether women farmers were provided with all kinds of training and education, at school and outside school, as well as retraining in the framework of programmes of agricultural extension services, aiming at their technical progress.

429. In this section, the study deals with the extracurricular training of women farmers, specifically concerning the briefing on their fundamental roles in the agricultural and family sectors. It is generally accepted that this form of education acquires an ever-greater meaning. It is especially so today, with technological and socio-economic development, when the need arises for appropriate briefing of women farmers, so that they can perform their roles more efficiently and participate in their country's development more actively. This form of extracurricular training is investigated through such educational programmes of the Ministry of Agriculture as the agricultural extension programmes, particularly that dealing with rural home economics, which is considered a basic programme for women farmers.

430. The programme of the Agricultural Extension Service (Plant Section), which was set up in 1980 as the official educational instrument for farmers on agricultural matters, today covers all communities nationwide, which are distributed in 31 agricultural regions. The staff that offers services for these programmes numbers 370 technicians and scientists. The rural home economics service, set up in 1965, is today staffed by eight people offering services to about 70 communities distributed in 7 of the 31 agricultural regions. This service operated initially with the basic aim of providing the extracurricular training to women farmers as important members of the rural family. Because of this importance of the participation of Cypriot women farmers in the agricultural sector as well as the important role that they perform or could perform in the socio-economic life of the country, the programmes of the service have been gradually restructured so that these may respond to the newly arising needs both of women farmers and international direction and recommendations. Such programmes are now aimed at improving and promoting the role of women farmers in the rural family and agricultural output in multi-employment and in the rural community.

431. For the employment of women farmers in the agricultural sector in relation to their training on the relevant technological achievements, the following can be said. Because of social concepts wherein the main productive power in agriculture is perceived to be the man, to whom the agricultural programmes are mainly addressed, both on account of traditional views which do not encourage the active participation of women farmers in training programmes organized for farmers, the result is that the majority of women farmers are uninformed on matters which concern them directly. This finding, which was made 10 years ago, underlines the need to find ways for the direct briefing of women farmers on agricultural matters. Thus the rural home economics service was assigned the role of organizing special training courses in cooperation with agricultural officers, an activity which has proved especially efficient. Other training programmes for women farmers, as restructured, include a wide range of activities that go beyond that mentioned above, in such areas as:

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(a) The promotion of women farmers for employment in economically significant activities, a matter which advances their economic independence and social upgrading;

(b) The limitation of their workload with their briefing on technological achievements relevant to the contemporary household and modern farming means and machinery;

(c) The gradual retraining of men simultaneously with women farmers, on matters of basic sectors which concern the farming families so that the housework relating to the family is gradually undertaken by both, etc.

432. In general, it could be said that, within its range of activities of social or economic importance, this service presents itself as especially suitable for women farmers in the following areas: for the satisfaction of their needs and problems, the transmission to them of modern technology on the main sectors of their occupations, the development of their capability, the abolition of discrimination which prevails in the farming family and the rural environment and encouraging them to take initiatives and to enhance their leadership capabilities. On the other hand, however, it is observed that the possibility of offering these substantial programmes to all the women farmers is severely limited by the numerically small strength of the service which deals with women farmers which has continuously decreased: in 1974 there were 14 officers; in 1987 there were 7 officers; and in 1991 there were 8 officers. The possibilities of coverage is now 17.5 per cent of the communities nationwide. And while these conclusions have at times concerned the decision-making levels and several positions have been advanced (e.g., the research and development scheme, the recalling of an expert from the Food and Agriculture Organization of the United Nations (FAO) for educational programmes for women farmers, etc.), no substantial progress has been achieved.

433. In order to give correct and effective responses to the contemporary needs of women farmers with the ultimate target of improving their position in the family, the agricultural and economic sectors and rural development generally, as well as in their international position, and while declarations on the issue are being investigated, all Cypriot women farmers should take advantage of the training programmes. For the achievement of such a target, the following should be done:

(a) These programmes should be extended to all the rural communities in all rural regions in order to give equal training not only to all women farmers but also to men and women farmers together;

(b) The service for women farmers should be reinforced and strengthened both in number and qualitatively;

(c) The continued provision of services by the personnel of the service should be safeguarded by restricting the depletion of experienced staff.

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Services for children of pre-primary school age in rural areas

434. In Cyprus, pre-primary school age is set for children at five and a half years and under. These children number about 68,700, of which 23,100 live in rural areas. For children of this age, the services provided are divided into two categories: the kindergartens of the Ministry of Education, which cover children aged between three and five and a half years, and the nursery stations of the Ministry of Labour, which cover children aged between two and a half and five and a half years (with the exception of infant stations, which are very limited in number and which accept children more than 40 days old). In every category there are three types of services: (a) the public sector, for which the provision of services originates from the State and covers children in kindergartens aged between four and a half and five and a half and at the stations aged between two and a half and five and a half; (b) the communal sector, for which the provision of services originates from the State and the community and covers children at kindergartens between three and five and a half years old and at stations between two and a half and five and a half years old; and (c) the private sector. These institutions number 497; of which there are 382 kindergartens, 125 in rural areas and 257 in urban areas; and 115 nursery stations, 22 in the countryside and 93 in the urban areas.

435. Having in mind the better evaluation of the level/degree of contribution of these institutions in the rural areas, the following conclusions are mentioned.

436. First, it appears from the aforementioned information that the contribution of these services is lower in rural areas than it is in urban areas. Of all the children living in the countryside, 5,189 are covered, or 22 per cent, while in urban areas 15,091 are covered, which is 33 per cent on the total number of children living in those areas. The most coverage in the countryside is achieved by public kindergartens which serve 3,350 children, or 65 per cent of the total number of children of the countryside covered. The public nursery schools are almost non-existent: only one operates in the countryside. The communal institutions are far fewer in the rural areas, 31 as against 69 operating in the urban areas, while the private sector offers services in only 15 of the 196 institutions operating nationwide. The fact that the largest servicing in the countryside is being done by public kindergartens whose days and hours of operation are similar to those of elementary schools (7.45 a.m. to 12.15 p.m.) reveals that the servicing in terms of time is limited and is not adjusted to the extended working hours of the working parents of the countryside, who work in the agricultural and industrial sectors, etc). The new government policy as it is being restructured favours the extension of the communal type of kindergarten, which will operate with a set subsidy by the State. The aim is the coverage of all children throughout Cyprus aged between four and a half and five and a half years. However, this policy leaves out the children aged four and a half years and under for whom there is already a problem of their servicing in the countryside. In addition, it would present difficulties for small or destitute rural communities to establish such institutions.

437. From the evidence it is concluded that the rural areas are in need of a greater number of services for children of pre-primary school age. Taking into account the special circumstances under which country children are obliged to

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live and move, such as the place of work of the mothers (e.g., the fields), their care by older brothers and sisters or elderly relatives and the need not only for the protection of the children but also their socialization, it is imperative that the provision of these services in rural areas be given priority. In any effort, however, to extend or improve these services, account should be taken of the form of work of the parents, which usually involves prolonged working hours, and their financial situation in general, which places them among the lower income group of the population, as well as the need to care for children of all ages. Taking into account all of these needs, it is obvious that none of the existing or proposed categories of institutions on its own can respond adequately. Although the Committee has not submitted a proposal for a specific model for an institution for children of rural areas, nevertheless it feels that one possibility for improving the situation is that which was submitted for the investigation of the extension of institutions (i.e., public kindergartens), for which their operation would be regulated to allow for the inclusion of children of various ages, and the timetable could be extended to cover afternoon hours (depending on the special/seasonal conditions of each region). In such a case, it would take the form of community centres for child care during afternoon hours. It is expected, however, that the State subsidy would be such so that it would safeguard the operation of the institution. It is self-evident that the level of services offered should be safeguarded by these institutions and should be the most suitable to the age of the child in order to provide qualitatively equal opportunities to all children of the countryside.

438. In order to increase public awareness of the problems facing rural women, as well as to give publicity to the findings of the relevant study, the celebrations on the occasion of International Women's Day (8 March 1992) was dedicated to rural women and the following events were organized:

(a) A seminar on women and agrotourism - women's cooperation;

(b) Meetings with rural women on rural access, which were of a recreational and informative character and during which useful material on women's issues was widely disseminated.

439. The study on rural women focused on the subject of the social security coverage of rural women.

440. The Government responded positively to this demand by proposing a special pension scheme to cover rural women, housewives and all other persons who are not insured. The Government agreed to examine favourably the possibility of subsidizing the contributions of rural women. The matter is still under discussion.

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XVII. ARTICLE 15. EQUALITY BEFORE THE LAW

441. As mentioned above, the Constitution of Cyprus safeguards the equality of men and women before the law.

442. Article 28, paragraph 1, provides that "all persons are equal before the law, the administration and justice and are entitled to equal protection thereof and treatment thereby".

443. Article 26, paragraph 1, provides that "every person has the right to enter freely into any contract subject to such conditions, limitations or restrictions as are laid down by the general principles of the law of contract".

444. On the basis of these provisions, Cypriot legislation makes no distinction between women and men regarding legal capacity.

445. Under the Contract Law (chapter 149), article 11, every person who has attained the age of 18 years is competent to contract, who is of sound mind and is not disqualified from contracting by any law.

446. Article 10, paragraph 1, of the same law provides that:

> "All agreements are contracts if they are made by free consent of parties competent to contract, for a lawful consideration and with a lawful object and are not hereby expressly declared to be void, and may, subject to the provisions of this law, be made in writing, or by word of mouth, or partly in writing and partly by word of mouth, or may be implied from the conduct of the parties."

447. Women have the same rights as men to acquire, administer and dispose of property.

448. Article 23 of the Constitution provides that "every person, alone or jointly with others has the right to acquire, own, possess, enjoy or dispose of any movable or immovable property and has the right to respect for such right".

449. Women and men have the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile:

> "Every person has the right to move freely throughout the territory of the Republic and to reside in any part thereof subject to any restrictions imposed by law and which are necessary only for the purposes of defence or public health or provided as punishment to be passed by a competent court."

450. Nevertheless, on marriage a married woman takes the domicile of her husband, and her domicile remains the same as his so long as the marriage lasts. Any domicile of choice she may have at marriage is lost, and her domicile of origin ceases to operate.

451. The above-mentioned discrimination against married women has to be abolished. The Ministry of Justice, which is responsible for the reform and modernization of the Family Law, is considering the possibility of drafting a

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new bill on the personal relations among spouses, which among other things will grant equal rights to spouses regarding the choice of their residence and domicile.

452. As regards the right to be treated equally in all stages of procedures in courts and tribunals article 30 of the Constitution provides as follows:

> "1. No person shall be denied access to the court assigned to him by or under this Constitution. The establishment of judicial committees or exceptional courts under any name whatsoever is prohibited.
>
> "2. In the determination of his civil rights and obligations or of any criminal charge against him, every person is entitled to a fair and public hearing within a reasonable time by an independent, impartial and competent court established by law. Judgement shall be reasoned and pronounced in public session, but the press and the public may be excluded from all or any part of the trial upon a decision of the court where it is in the interest of the security of the Republic or the constitutional order or the public order or the public safety or the public morals or where the interests of juveniles or the protection of the private life of the parties so require or, in special circumstances where, in the opinion of the court, publicity would prejudice the interests of justice.
>
> "3. Every person has the right:
>
> "(a) To be informed of the reasons why he is required to appear before the court;
>
> "(b) To present his case before the court and to have sufficient time necessary for its preparation;
>
> "(c) To adduce or cause to be adduced his evidence and to examine witnesses according to law;
>
> "(d) To have a lawyer of his own choice and to have free legal assistance where the interests of justice so require and as provided by law;
>
> "(e) To have free assistance of an interpreter if he cannot understand or speak the language used in court."

XVIII. ARTICLE 16. FAMILY LAW

453. The reform and modernization of the Family Law was one of the primary goals of government policy aiming, inter alia, at incorporating the principle of equality between women and men in this field of law and at bringing the domestic law in line with the provisions of the relevant international conventions.

454. The Family Law was deeply rooted in customs and tradition and was highly influenced by the law of the church. According to the Constitution matters of marriage and divorce were governed by the law of the church and the jurisdiction of these matters belonged to the ecclesiastical courts.

455. In order to pursue the necessary reforms, Cyprus had to amend its own Constitution and more precisely article 111 which dealt with these issues.

456. The House of Representatives has initiated the first ever amendment to the Constitution and proved the determination of Cyprus to promote equality between women and men.

457. Law No. 95/89 on the first amendment of the Constitution made possible the setting up of special family courts to which relevant matters of family relations were transferred and also the introduction of civil marriage as an alternative to ecclesiastical marriage, in cases where both parties to the intended marriage belong to the Greek-Cypriot Community.

458. Another consequence of the amendment of the Constitution and undoubtedly the most important one, is that family matters are no longer under the competence of the church. The State gains the power to pursue the evolution of the Family Law through the standard legal procedures and therefore to fulfil its commitments derived from relevant international instruments.

459. The amendment of article 111 of the Constitution was a very significant step towards the elimination of discrimination against women although it has to be noted that in the Constitution and despite the fact that the principle of non-discrimination is safeguarded in article 28, some other discriminatory provisions regarding women still exist.

460. For example, article 2, paragraph 79 (a) and (b) of the Constitution provide that:

> "(a) A married woman shall belong to the community to which her husband belongs.
>
> "(b) A male or female child under the age of twenty-one who is not married shall belong to the community to which his or her father belongs, or, if the father is unknown and he or she has not been adopted, to the Community which his or her mother belongs."

A. Marriage

461. Women and men have the same right freely to choose their spouse and to enter into marriage only with their free and full consent.

462. Article 22 of the Constitution provides, inter alia, that "any person reaching nubile age is free to marry and to found a family according to the law relating to marriage, applicable to such person under the provisions of this Constitution".

463. Marriages carried out under a misapprehension as to the identity of the other spouse or by compulsion with threats and illegally or as an outrage to public morality may be annulled by the Court on the application of the victim.

464. Any person using such means to enter into marriage has committed an offence and is liable to punishment under the Criminal Code (art. 180).

Age of marriage

465. Pursuant to the provisions of the Civil Marriage Laws (law No. 21/90 covering marriages where both parties belong to the Greek Orthodox Church and chapter 279, which applies to mixed marriages) the parties to the intended marriage must be 18 years old. Persons under the age of 18 years but not below 16 years must have the consent of the persons that have the parental care.

466. As regards ecclesiastical marriages between members of the Greek Orthodox Church, the youngest permissible age of marriage is 18 years for a man and 16 years for a woman.

467. The consent is expressed in the form of declarations made by the future spouses themselves unconditionally and in person.

468. Marriage in Cyprus may be entered into in two ways:

(a) By simultaneous declaration of the parties concerned that they consent to it (civil marriage), the declaration being made publicly in a ceremonial way before the mayor or any authorized member of the municipal council who conducts the ceremony;

(b) In a religious ceremony conducted by a priest of the Greek Orthodox Church.

Impediments in relation to the right of marriage

469. The following impediments apply:

(a) Persons without legal capacity may not enter into marriage;

(b) Impediment owing to an existing marriage. If despite the first marriage a second one is entered into before dissolution of the first, it shall be null and void and the person entering into it shall have committed bigamy, which is liable to punishment by the Criminal Code;

(c) The contraction of four marriages is an impediment for a fifth ecclesiastical marriage. No such limit exists regarding the number of previous marriages in the case of a civil marriage.

470. The following impediments of relationship apply:

(a) Marriage within the prohibited degrees is forbidden;

(b) Marriage with relatives by marriage is forbidden;

(c) A restrictive impediment also applies in cases of adoption - that is, a person who adopts another cannot marry him/her even if the adoption is dissolved.

471. Children born within a marriage which has been annulled for one of the above reasons continue to be deemed children born within marriage.

Cohabitation

472. Free cohabitation is permitted in Cyprus but it is not safeguarded in law. No legal provisions exist covering the status of unmarried couples.

Relations between spouses during marriage

473. The new laws in the field of family law have incorporated fully the principle of equality and made no distinction regarding the rights and obligations of women and men. Law No. 232/91 on the Property Rights of Spouses and Alimony is one of these.

474. Under this law the couple decides jointly on all matters relating to the marriage and each contributes to meeting the needs of the family in accordance with his/her means.

475. Independent ownership of property is still valid, but the common property system can also be valid. By this system the spouses can decide, either before or during the marriage, to establish by contract the ownership of assets in equal parts.

476. The law also establishes the right for both spouses to claim a share of whatever property is acquired during the course of the marriage. Thus if the marriage is dissolved by death or divorce or if the spouses are separated for more than three years, each spouse is entitled to a share in the property acquired by the other during the marriage. This share is proportionate to the amount by which each spouse can show that he/she contributed to the increase in the other's property. Housework and the upbringing of children is deemed to be a contribution. In any event, the spouse with the lesser contribution is entitled to one third of the property acquired by the other during the marriage without having to prove his/her contribution to this proportion, even if this contribution is limited to rearing the children and managing the home. The

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spouse against whom a higher claim is made may receive judgement in his/her favour if he/she can prove that the other spouse did not contribute in any manner at all to the increase in property or that he/she contributed less than one third. No property acquired by gift or inheritance can be included in this settlement.

477. A marriage is deemed to have been dissolved when:

(a) A final court divorce decision has been issued;

(b) One of the spouses has deceased;

(c) It is annulled.

478. In cases of separation and after a divorce both spouses are under obligation to pay maintenance. Regardless of who was at fault for the divorce, either of the former spouses can seek maintenance from the other but only in the event that he/she is unable to support him/herself on his/her income and property and that at least one of the following conditions is satisfied:

(a) The former spouse is of an age at which he/she cannot start or continue an occupation which would support him/her;

(b) His/her state of health does not permit the commencement or continuation of such an occupation;

(c) He/she has custody of the children who are minors and is thus prevented from working;

(d) Where he/she is unable to find a suitable job or requires occupational training. In these cases maintenance cannot be sought for more than three years;

(e) If the court judges that maintenance should be awarded for reasons of clemency.

479. In cases in which the cohabitation of the spouses is broken off, the court may, if this is made necessary by reasons of clemency relating to special circumstances of each of the spouses and the interests of the children, grant to one spouse the exclusive use of the whole or part of the property used as the principal residence of the spouses (the family home) regardless of which of the spouses is the owner of the property or has the right of use of the property from its owner.

480. In cases of the decease of one of the spouses the law makes no distinction as to the sex of the surviving spouse in dealing with rights of inheritance.

B. Relations between parents and children

481. Until 1990 children born within marriage automatically took the surname of their father. Today parents are obliged within three months from the birth of

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their child to state officially the surname their child will bear, by joint declaration. If they omit to make this declaration, the children will bear the surname of the father. Children born outside marriage take the mother's surname as a matter of normal practice.

482. The patriarchal authority institutionalized by the previous legislative arrangements has been abolished and "parental care" for underage children set in its place. This care is both the duty and the right of the parents, who exercise it jointly, and it covers everything relating to the guardianship of the children, the administration of their property and their representation in each case or legal act concerning them or their property.

483. The new family law lays down expressly that:

> "Each decision of the parents concerning the exercise of parental care must have the interests of the child as its objective. Court decisions must also be aimed at the best interests of the child and must respect the equality of the parents, making no distinction as to sex, race, language, religion, political or other convictions, nationality, national or social origin or financial position."

484. According to the maturity of the child, his/her opinion may be requested or taken into consideration before the issuing of any decision concerning parental care, if the decision involved the child's interests.

485. In cases of disagreement in the course of the exercise of parental care, the court will decide if the interests of the child impose a need for a decision to be taken. If the parents are separated or their marriage has been dissolved by divorce or annulment, the exercise of parental care will be determined by the court and may be assigned to one or to both parents, if they agree.

486. The parent to whom the exercise of parental care has not been assigned has the right of personal communication with the child.

487. If one of the parents has deceased or is unable for real reasons to care for the child, parental care will be exercised by the other parent alone.

488. In the case of children born without marriage between the parents, parental care will also be exercised by the mother while the child is a minor and by the father if the child is freely or judicially recognized.

489. Custody of the person of the child includes, in particular, his/her upbringing, supervision, training and education and fixing of the place of residence.

490. In all cases of divorce the court can award parental care to one of the parents, to both of them if they decide where the child is to live, or even to a third party.

491. The criteria considered by the court in awarding parental care of the children are as follows:

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(a) The best interest of the child - this is always the paramount consideration;

(b) The bond between the child and each of the parents and brothers and sisters;

(c) Any agreements which may have been reached between the parents relating to the custody of the children and the administration of their property.

492. Decisions regarding the custody of children may be altered at any time on the application of one parent or both parents or the Director of Welfare if the real conditions on the basis of which it was issued have changed.

493. According to the new law both parents decide jointly on the upbringing of the child. However, the fundamental principle established by the new law is that parents are obliged to bring up their children without discrimination by sex. The law also demands that the efforts of parents in bringing up their children should be directed at developing their children's personalities and endowing them with a sense of responsibility and membership of the community.

C. Children born out of wedlock

494. A new law No. 187/91 on the Legal Status of Children Born Out of Wedlock was pursued in order to give effect to the provisions of the relevant European Convention which had been ratified by law No. 50/79.

495. According to the provisions of this law, the legitimation procedures have been simplified with the aim to facilitate children born out of wedlock (the term illegitimate children is also abolished) to be freely or judicially recognized and therefore to be afforded the same rights and responsibilities as the other children born within the marriage.

D. Birth control

496. There is no restriction on the number of children which the couple may have.

E. Fertility

497. The long-term trend of fertility has been declining. From 1970 onwards, the total fertility rate decreased gradually until 1973 and dropped further to a level below replacement in 1975 as a consequence of the Turkish invasion. There was a reversal in the trend thereafter and the total fertility rate increased to reach a peak of 2.5 in 1982. Since then there has been a decrease in the total fertility rate and a resumption of the longer-term declining trend.

498. The fertility behaviour within the child-bearing ages has also changed over the years. In the 1960s maximum fertility was in the 25-29 age group with a

significant contribution of the ages above 30. In the 1970s there was a gradual shift to somewhat earlier fertility with maximum fertility in the broad age group 20-29. In the 1980s there was a further shift to earlier fertility with the contribution of the 20-24 age group higher than the 25-29 age group.

499. The mean age of women at birth of their first child increased during the 1980s from an average of 23.9 in the period 1980-1983 to 24.5 in the period 1987-1990.

500. The proportion of third births to the total number of births increased from 14.9 per cent in 1970 to 18.8 per cent in 1989 and reached 25.3 per cent in 1990.

F. Abortion

501. Abortion is a criminal offence punishable with exceptional severity in the Cyprus Criminal Code.

502. Abortion is permitted in certain cases as provided by article 169A of the Criminal Code, which reads as follows:

> "169A. Notwithstanding the provisions of sections 167, 168 and 169, a person shall not be guilty of the offences provided thereunder when the pregnancy is terminated by a medical practitioner registered in accordance with the provisions of the Medical Registration Law:
>
> "(a) Following a certification by the competent police authority, confirmed by medical certification, whenever this is possible, that the pregnancy has been brought about by rape and under circumstances which, if it were not terminated, would seriously jeopardize the social status of the pregnant woman or that of her family;
>
> "(b) Following the opinion of two medical practitioners, registered in accordance with the provisions of the Medical Registration Law, that they are of the opinion, formed in good faith, that the continuance of the pregnancy would involve risk to the life of the pregnant woman, or that mental or psychological injury would be suffered by her or by any existing child thereof, greater than if the pregnancy were terminated, or that there is a substantial risk that if the child were born it would suffer form such physical or psychological abnormalities so that it would be seriously incapacitated."

503. Although official data is not available it is believed that the broad use of the various contraceptive methods have significantly limited the number of illegal abortions.

G. Adoption

504. A new bill on the adoption of children is in the process aiming, inter alia, at bringing our legislation in line with the provisions of the

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European Convention on the Adoption of Children, which the Government of Cyprus intends to sign.

505. Among the various amendments to be introduced by the new law is the abolition of ecclesiastical adoption procedure which under the existing law is a prerequisite for the completion of the adoption procedure. It will also include provisions regarding the placement of the child for adoption either by the Department of Welfare or directly by individuals and information on the adopted child regarding its origin and natural parents.

506. It will also abolish sex restrictions applied to those wishing to adopt. Article 4(2) of chapter 274 reads as follows:

> "An adoption order shall not be made in respect of an infant who is a female in favour of a sole applicant who is a male, unless circumstances which justify as an exceptional measure the making of an adoption order."

This article will be replaced by another which will provide generally that a single woman as well as a single man will be entitled to adopt a child when there are special circumstances.

H. Name

507. There is no legal provision in Cyprus obliging women on marriage to take the surname of their husbands. Therefore marriage does not automatically alter the surnames of the spouses. But in practice women take the surname of their husbands and regain their family surname only on the dissolution of the marriage by divorce.

508. It is becoming more common for women to use their family names after marriage or to append their husband's surname to their own.

I. Occupation

509. As regards the free choice of occupation there is no legal provision restricting this right. On the contrary, the right to work is safeguarded by the Constitution regardless of sex.

510. However, women are frequently compelled by family commitments and social prejudices to restrict, break off temporarily or stop work entirely.

J. Property rights

511. There are no restrictions by sex on the right to enjoy or dispose of property on the part of men and women, irrespective of their marital status and of the cause by which they acquire the property. During marriage each spouse, regardless of sex, retains his/her autonomy over property.

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K. Minimum age for marriage

512. Both partners must have attained the age of 18 years for a marriage to be conducted. If either one or both of the parties to the marriage are under 18 but over 16 years of age, the marriage may take place only with the written consent of the parents or guardian. If there is no such consent the marriage shall be declared null and void.

513. The subsequent annulment may be lifted if those exercising parental care grant their consent or if the spouse, on attaining the age of 18, recognizes the marriage.

514. All marriages, civil or religious, celebrated in Cyprus are registered.

L. Marriage/divorce rates

515. The crude marriage rate, averaged over four-year periods to remove the leap-year effect, recorded a decrease during the last decade, but remains high by European standards. The mean age at first marriage has been increasing for both females and males. It reached 24.0 for females and 26.8 for males in the period 1987-1990.

516. The number of divorces has also been increasing. The total divorce rate which shows the number of marriages that are expected to end in divorce increased significantly during the last decade, from 41.6 per thousand in 1980, to 55.8 per thousand in 1985 and 72.8 per thousand in 1990.
